

1 Q. **Staffing**

2 Further to PUB-NLH-425 provide for each year end from 2011 to 2013 inclusive and
3 year-to-date for 2014 for each Position Identifier (PID) within the organization
4 corresponding to each service area shown on slide 12, the position title
5 corresponding to the PID, the home base organization of each PID and the
6 percentage of time charged to Hydro for each PID.

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9 A. Please refer to PUB-NLH-426 Attachment 1, Revision 1. []

Functional Support Area	Home Base Organization	PID	PID Description	Percentage of time charged to Hydro			2014 YTD
				2011	2012	2013	October 12
Executive Leadership	Nalcor	10102	V-P Strategic Planning and Business Development	1.2%			5.8%
	Nalcor	10405	President and Chief Executive Officer	6.8%	7.9%	7.0%	16.2%
	Nalcor	10445	V-P Corporate Communications and Shareholders Relations		13.6%	25.5%	38.4%
	Nalcor	10447	V-P Finance and Chief Financial Officer	4.5%	2.5%	3.1%	4.0%
	Nalcor	10455	Executive Assistant	32.8%	32.5%	32.0%	24.6%
	Nalcor	10456	Executive Assistant	10.6%	9.2%	8.6%	10.2%
	Nalcor	10458	V-P Human Resources and Organizational Effectiveness	51.1%	20.1%	15.5%	26.0%
	Nalcor	10461	General Manager Finance and Corporate Services	11.3%			5.2%
	Nalcor	31229	V-P Project Execution and Technical Services	35.7%	23.2%	24.7%	21.3%
General Counsel/Corporate Sect	Nalcor	10465	V-P Human Resources and Organizational Effectiveness - Special Assignment				20.3%
	Nalcor	10460	General Counsel and Corporate Secretary	12.8%	13.8%	7.0%	9.4%
	Nalcor	11005	Assistant Corporate Secretary and Legal Counsel	7.4%	7.5%	3.1%	3.3%
	Nalcor	11016	Senior Legal Counsel	4.3%	11.6%	3.8%	21.8%
	Nalcor	10103	Legal Counsel				29.4%
Internal Audit	Nalcor	16001	Manager Internal Audit	4.1%	6.4%	1.0%	0.0%
	Nalcor	16030	Senior Internal Auditor	26.0%	7.5%	12.5%	20.5%
	Nalcor	16031	Internal Auditor	16.7%	22.9%	27.6%	21.8%
	Nalcor	16032	Internal Auditor	35.3%	30.3%	37.4%	10.8%
	Nalcor	T00001	Co-op Commerce	15.5%	12.6%	34.6%	15.9%
	Nalcor	16033	Audit Team Ld. Gover. Risk&Con				3.5%
Investment Evaluation	Nalcor	11024	Rates and Financial Planning Analyst	42.7%	6.2%	10.9%	12.4%
	Nalcor	18002	Business Model Coordinator	11.3%	0.9%	0.3%	0.0%
	Nalcor	18003	Manager Investment Analysis and Financial Planning		0.1%		0.0%
	Nalcor	52005	Rates and Financial Planning Analyst	69.1%	61.2%		7.6%
	Nalcor	52026	Rates and Financial Planning Analyst	4.6%	2.8%	0.8%	0.0%
	Nalcor	54001	Manager Economic Analysis			7.5%	0.9%
	Nalcor	55125	Team Lead System Support		0.0%		0.0%
	Nalcor	18001	Manager Investment Evaluation				0.1%
Supply Chain	Nalcor	60106	Sr. Finan. Analyst Inves. Eval				1.4%
Risk & Insurance	Nalcor	45101	Mgr,Supply Chain Mgmt.& Admin.	21.6%	30.3%	31.3%	30.8%
	Nalcor	10106	Risk and Insurance Analyst	36.3%	39.9%	39.7%	30.1%
Treasury	Nalcor	41001	Manager Risk and Insurance	23.4%	18.8%	25.5%	19.6%
	Nalcor	43150	Administrative Assistant		11.7%	5.5%	1.4%
	Nalcor	43201	Team Lead Cash Management		19.6%	15.1%	0.0%
	Nalcor		Mgr Treasury Operations				17.8%
	Nalcor	44102	Corporate Treasurer	1.8%		11.0%	12.5%
Nalcor	44104	Assistant Treasurer	5.6%	2.0%	14.1%	10.2%	

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Finance & Corporate Services	Nalcor	10463	Gen.Mgr.Commercial&Fin.				0.1%
	Nalcor	60105	Senior Treasury Analyst				11.4%
	Oil and Gas	10104	Accountant-Joint Venture		10.0%		0.0%
	Oil and Gas	10107	Financial Analyst		8.7%	34.5%	0.2%
	Nalcor	10111	Divisional Controller Electric Utilities	75.1%	84.5%	84.7%	17.2%
	Nalcor	10461	General Manager Finance and Corporate Services		8.3%	19.7%	0.0%
	Nalcor	11022	Controller Energy Investments	2.4%		4.1%	3.4%
	Nalcor	11023	Senior Financial Accountant	13.5%	26.9%	24.7%	0.0%
	Nalcor	11046	Budget Analyst			33.3%	9.7%
	Nalcor		Budgets/Reports Coordinator		0.9%		0.0%
	Nalcor	27131	Mgr.Finan. Processes & Systems			10.4%	4.7%
	Nalcor	27132	Senior Financial Analyst		1.8%	5.3%	0.0%
	Nalcor	27133	Senior Financial Accountant			13.3%	13.9%
	Nalcor	27401	Assistant Divisional Controller	26.9%			0.0%
	Nalcor		Budgets/Reports Coordinator	44.3%	3.5%		0.0%
	Nalcor	44103	Manager Shared Services	22.7%	49.1%	43.3%	4.5%
	Nalcor	44201	Assistant Controller	8.3%	8.8%	7.4%	0.1%
	Nalcor	44205	Senior Financial Accountant	44.2%	31.7%	23.4%	9.4%
	Nalcor	44242	Budget Accountant	21.6%	27.3%	15.0%	10.4%
	Nalcor	44243	Team Lead Financial Reporting	28.4%	12.0%		2.6%
	Nalcor	52020	Corporate Controller	30.4%	15.2%	16.7%	9.5%
	Nalcor	52021	Administrative Assistant	34.2%	45.5%	51.4%	12.4%
	Nalcor	52022	Senior Financial Analyst	1.3%	4.0%	8.0%	4.7%
	Nalcor	52023	Senior Financial Analyst Energy Investments	19.3%	20.1%	31.7%	37.5%
	Nalcor	52024	Manager Rates and Regulation	12.8%	10.2%	95.4%	0.0%
	Nalcor	T00733	Administrative Assistant	2.9%			0.0%
	Nalcor	T00758	Co-op Commerce		32.0%		0.0%
	Nalcor	T00761	Project Administrator		3.1%		0.0%
	Nalcor	T00855	Supp Serv Team lead			2.4%	0.0%
	Nalcor	10132	Senior Financial Accountant				3.2%
Nalcor	52027	Team Lead Corporate Accounting				3.1%	
Nalcor	60107	Manager Taxation				0.3%	
Nalcor	95262	CF Controller				0.8%	
Nalcor	T00937	Co-op Commerce				12.1%	
Environmental Services	Nalcor	11034	Environmental Coordinator	7.5%	6.7%	6.3%	2.8%
	Nalcor	11047	Environmental Health and Safety Specialist	5.1%	2.1%	0.3%	7.7%
	Nalcor	78010	Manager Environmental Services	14.4%	19.6%	13.6%	19.1%
	Nalcor	15034	Environmental Engineer		1.9%		0.0%

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Human Resources	Nalcor	81501	Manager Human Resources	9.7%	17.5%	25.1%	22.5%
	Nalcor	81528	Human Resources Specialist Organizational Effectiveness.	24.9%	34.8%	24.3%	28.0%
	Nalcor	T00880	Sr. HR / LR Consultant			9.1%	5.7%
	Nalcor	81703	Graduate Engineer - Civil				0.0%
Safety & Health	Nalcor	T00866	Apprentice Electrician				0.0%
	Nalcor	11021	Work Protection Specialist	12.7%	18.1%	22.4%	28.3%
	Nalcor	82001	Manager Safety and Health	25.6%	25.5%	27.5%	20.0%
	Nalcor	T00640	Human Resources Assistant	5.0%			0.0%
Electrical Engineering	Nalcor	60110	Occupational Health&Hygiene Sp				0.4%
	Nalcor	27305	Electrical Engineer			14.6%	67.1%
	Nalcor	72014	Electrical Engineer		45.1%	5.4%	0.0%
	Nalcor	75101	Manager Engineering Electrical	38.9%	47.1%	21.8%	56.8%
Mechanical Engineering	Nalcor	T00655	Electrical Engineer	39.5%			0.0%
	Nalcor	27150	Mechanical Engineer			1.5%	0.0%
	Nalcor	72016	Manager Engineering Mechanical	29.2%	16.5%	20.6%	27.3%
	Nalcor	72066	Mechanical Engineer		73.6%	75.1%	59.2%
Office of Asset Management Protection	Nalcor	T00826	Co-op Engineer			26.8%	0.0%
	Nalcor	27148	Mechanical Engineer				56.2%
	Nalcor	11029	Manager Technical Services and Asset Management	19.0%	36.7%	38.9%	50.1%
	Nalcor	27101	Manager Engineering Protection and Control	9.7%	18.5%	12.7%	15.1%
	Nalcor	27120	Sr Protection and Control Engineer	13.8%			0.0%
	Nalcor	27126	Protection & Control Engineer ¹		55.1%	128.7%	96.4%
	Nalcor	27163	Communications Engineer			58.2%	57.4%
	Nalcor	27171	Communications Engineer		23.9%	56.1%	46.2%
	Nalcor	27173	Communications Engineer		5.7%	68.6%	28.6%
	Nalcor	27174	Protection & Control Engineer			46.5%	63.5%
Project Execution (Non-reg)	Nalcor	27184	Protection & Control Engineering Specialist			44.0%	65.3%
	Nalcor	75153	Protection and Control Engineer		1.2%		9.5%
	Nalcor	72072	Sr HVdc Equipment Engineer				1.2%
	Nalcor	27185	Engineer - P & C				41.5%
	Nalcor	27189	Sr Prot & Control Eng				6.2%
	Nalcor	10119	Project Planner/ Scheduler	13.4%	34.5%	16.5%	39.9%
	Nalcor	27155	Project Administrator			22.7%	29.0%
	Nalcor	27157	Project Manager			5.2%	1.6%
	Nalcor	28940	Project Manager			1.9%	44.9%
	Nalcor	31233	Manager Project Execution (Non-regulated)	0.7%	0.2%	1.9%	10.5%
	Nalcor	72060	Senior Civil Engineer		1.9%		50.8%
	Nalcor	T00741	Co-op Engineer			2.5%	20.9%

Functional Support Area	Home Base Organization	PID	PID Description	Percentage of time charged to Hydro			2014
				2011	2012	2013	YTD October 12
	Nalcor	T00742	Owner Site Representative			1.6%	26.9%
	Nalcor	27152	Sr Prot & Control Eng				25.3%
	Nalcor	27153	Project Manager				59.2%
Civil Engineering	Nalcor	25301	Manager Engineering Civil	35.1%	24.3%	50.9%	50.9%
	Nalcor	72062	Civil Engineer	65.6%			0.0%
	Nalcor	75148	Civil Engineer			7.2%	60.8%
	Nalcor	27142	Civil Engineer				1.9%
Drafting	Nalcor	72040	Drafting Services Supervisor	62.5%	66.0%	63.8%	50.6%
T & D Engineering	Nalcor	27167	Transmission Design Engineer			86.7%	64.5%
	Nalcor	27168	Transmission Design Engineer			16.9%	68.5%
	Nalcor	75105	Manager Engineering Transmission and Distribution	60.3%	67.0%	51.8%	52.3%
	Nalcor	75111	Manager Engineering Research and Development	43.7%	58.8%	60.6%	39.9%
	Nalcor	75152	Transmission Engineer	74.5%			0.0%
	Nalcor	15033	Mechanical Engineer	0.6%			0.0%
	Nalcor	70277	Plant Engineer- Menihek	2.5%			0.0%
Corp. Comm. & Shareholder Rel.	Nalcor	10445	Manager Corporate Communications and Shareholder Relations	7.7%			
	Nalcor	41003	Senior Communication Advisor	51.9%	66.8%	77.3%	63.6%
	Nalcor	41004	Comm. Advisor External & Media	31.9%	0.8%	8.9%	17.5%
	Nalcor	41005	Comm. Advisor Employee Comm.	39.1%	38.4%	11.3%	1.5%
	Nalcor	T00603	Senior Graphic Designer	10.6%	8.9%	9.4%	5.2%
	Nalcor	T00820	Co-op Commerce		7.5%	13.4%	0.0%
	Nalcor	T00825	Comm. Advisor External & Media		5.7%	5.0%	0.0%
	Nalcor	15013	Sr.Communication Advisor LCP	1.1%	0.4%	1.9%	6.6%
	Nalcor	T00909	Communication Coordinator				37.1%

Note 1: This position had two incumbents for a portion of 2013.