

1 Q. Please provide the average salary paid by each of Nalcor Energy and Newfoundland
2 Hydro, including all indirect costs such as employee benefits, training, travel etc.
3 and provide the details of the calculation of each average.
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7 A. The average salary costs paid in 2018 by each of Nalcor and Hydro are shown in
8 Table 1, excluding OilCo and Bull Arm. The dollar amounts are based on home
9 business unit costs which do not account for intercompany charges. For example,
10 the below numbers do not reflect salary charges out to capital projects, such as the
11 Lower Churchill Project (which is 100% capital).

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13 “Salary” includes base salary for all employees, and “Benefits” includes employer
14 costs for group insurance, Canada Pension Plan, employment insurance, workers
15 compensation, and registered pension plan contributions (Public Service Pension
16 Plan, Government Money Purchase Pension Plan).¹ “Allowances & Other Salary
17 Costs” include overtime, allowances, premiums, and bonuses. These costs are
18 divided by the number of full time equivalents (FTEs) in each company. The costs
19 for required training and related travel costs are shown in Table 2. These costs are
20 not considered a part of salary and are not shown as a component of average
salary.

¹ Does not include the cost for employee future benefits associated with future retirements.

Table 1

2018 Actual, (\$000s) Description	Nalcor FTE = 301		Hydro FTE = 908		Churchill Falls FTE = 306		Energy Marketing FTE = 23	
	Actual	Average	Actual	Average	Actual	Average	Actual	Average
Base Salary	\$ 30,806	\$ 102	\$ 80,429	\$ 89	\$ 27,066	\$ 89	\$ 2,223	\$ 98
Employee Benefits	\$ 5,562	\$ 18	\$ 14,913	\$ 16	\$ 5,127	\$ 17	\$ 385	\$ 17
Total	\$ 36,368	\$ 121	\$ 95,342	\$ 105	\$ 32,193	\$ 105	\$ 2,608	\$ 115
Overtime	\$ 3,159	\$ 10	\$ 12,398	\$ 14	\$ 5,583	\$ 18	\$ 77	\$ 3
Allowances & Other Salary Costs	\$ 3,991	\$ 13	\$ 5,767	\$ 6	\$ 3,359	\$ 11	\$ 101	\$ 4
Total	\$ 7,150	\$ 24	\$ 18,165	\$ 20	\$ 8,943	\$ 29	\$ 178	\$ 8
Grand Total	\$ 43,518	\$ 145	\$ 113,507	\$ 125	\$ 41,135	\$ 135	\$ 2,786	\$ 123

Table 2

2018 Actual (\$000s) Description	Nalcor FTE = 301		Hydro FTE = 908		Churchill Falls FTE = 306		Energy Marketing FTE = 23	
	Actual	Average	Actual	Average	Actual	Average	Actual	Average
Training	\$ 159	\$ 0.5	\$ 738	\$ 0.8	\$ 520	\$ 1.7	\$ 16	\$ 0.7