

1 Q. In reply to PUB-NLH-029, Hydro states that it participates in annual compensation
2 planning surveys (p. 1 of 2, line 8). Please state which annual compensation
3 planning surveys that Hydro participates in and please provide a copy of Hydro's
4 completed survey(s) over each of the years 2007 to and including 2013.

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7 A. As referenced in PUB-NLH-029, Hydro participates in the following surveys to assist
8 in annual compensation planning:

- 9 • Hay Group Compensation Planning Update;
- 10 • Conference Board of Canada Compensation Planning Outlook;
- 11 • Mercer Compensation Planning;
- 12 • Mercer Total Compensation Survey for the Energy Sector; and
- 13 • Towers Watson General Industry Salaries and Budgets Survey.

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15 The surveys are submitted through the provider's online survey tool. Hydro does
16 not retain copies of submissions beyond its most recent submission. As a survey
17 participant, Hydro is subject to confidentiality and disclosure agreements.

18 Authorization to release any portion or part of the survey has been denied by all
19 providers listed above¹ with the exception of Hay Group who has authorized release
20 of Hydro's submission which is provided in CA-NLH-268, Attachment 1.

¹ These providers referenced proprietary rights and confidentiality agreements that are within survey submissions and a condition of participation.

Hay Group - Compensation Planning Update 2014

| Org name | Position Category | Plan to increase Actual Salary | Plan to increase Salary Range | Anticipated adjustments(%) in Actual Salary | Adjustments in Actual Salary - Approved? | Anticipated adjustments(%) in Salary Ranges | Adjustments in Salary Ranges - Approved? | Were there adjustments to Actual Salary in the past 12 months? | Realized adjustments(%) in Actual Salary in the past 12 months | Were there adjustments to Salary Ranges in the past 12 months? | Realized adjustments(%) in Salary Ranges in the past 12 months |
|---------------|---|--------------------------------|-------------------------------|---|--|---|--|--|--|--|--|
| Nalcor Energy | Clerical / Operations (union) | Yes, increase | Yes, increase | 3.00 | No | 3.00 | No | Yes | 4.00 | Yes | 4.00 |
| Nalcor Energy | Clerical / Operations (non-union) | Yes, increase | Yes, increase | 7.00 | No | 3.00 | No | Yes | 5.70 | Yes | 4.00 |
| Nalcor Energy | Supervisory / Junior Professional | Yes, increase | Yes, increase | 7.00 | No | 3.00 | No | Yes | 5.70 | Yes | 4.00 |
| Nalcor Energy | Middle Management / Seasoned Professional | Yes, increase | Yes, increase | 7.00 | No | 3.00 | No | Yes | 5.70 | Yes | 4.00 |
| Nalcor Energy | Senior Management / Executives | Yes, increase | Yes, increase | 3.00 | No | 3.00 | No | Yes | 4.00 | Yes | 4.00 |