

- 1 **Q. Please expand Tables 1 and 2 provided in response to IBEW-NP-001(a) to include 4**  
 2 **categories: union, non-union, managerial, and executives and directors.**  
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 4 A. The response to IBEW-NP-001(a) had included all managerial and director positions as  
 5 non-union employees. As these categories are identified separately in the response  
 6 below, the category of non-union is no longer included in the tables. Table 1 provides  
 7 employees categorized by union, managerial, directors and executives on a headcount  
 8 basis.

**Table 1**  
**Headcount<sup>1</sup>**  
**2015 to 2020F**

<b>Category</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018F</b>	<b>2019F</b>	<b>2020F</b>
Union	323	313	300	301	301	303
Managerial	265	251	249	254	257	254
Directors	11	10	11	10	10	10
Executives	4	4	4	4	4	4
<b>Total</b>	<b>603</b>	<b>578</b>	<b>564</b>	<b>569</b>	<b>572</b>	<b>571</b>

- 9 Table 2 provides similar information on a full time equivalent basis.

**Table 2**  
**Full Time Equivalents (FTEs)**  
**2015 to 2020F**

<b>Category</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018F</b>	<b>2019F</b>	<b>2020F</b>
Union	357.2	349.3	333.9	328.1	333.4	336.7
Managerial	280.8	271.0	262.8	276.7	276.8	272.4
Directors	11.0	10.2	10.2	10.0	10.0	10.0
Executive	4.0	4.0	4.3	4.0	4.0	4.0
<b>Total</b>	<b>653.0</b>	<b>634.5</b>	<b>611.2</b>	<b>618.8</b>	<b>624.2</b>	<b>623.1</b>

<sup>1</sup> Headcount reflects the resources of the Company at a point in time and only includes regular employees due to the dynamic nature of temporary employees. Newfoundland Power calculates FTEs based on employee hours worked divided by total working hours in a year. Since the FTE calculation reflects only hours worked, it is a better indicator of the reduction in work requirements. See “Labour Forecast 2018-2020” of *Volume 2, Supporting Materials* for additional information on the method used by Newfoundland Power to calculate FTEs and labour expense.