

- 1 **Q. In benchmarking wages to those of other Atlantic Canadian electric utilities, how**  
2 **does Newfoundland Power ensure it is comparing “apples to apples”? What factors**  
3 **and considerations does Newfoundland Power normalize for against these other**  
4 **utilities and other jurisdictions? If none, please explain how the wage comparison**  
5 **provided as Attachment A to IBEW-NP-005 is in fact comparable.**  
6  
7 A. See response to Request for Information IBEW-NP-016.