

- 1 **Q. Page 2-38, Table 2-12: Provide the overall average salary forecast for each year**  
 2 **2018-2020, including any average bonus payments for Newfoundland Power’s**  
 3 **employees.**  
 4  
 5 **A.** See Table 1 below for the estimated average salary for 2018 to 2020 forecast.

**Table 1**  
**Estimated Average Salary<sup>1</sup>**  
**2018 to 2020 Forecast**

	<b>2018F</b>	<b>2019F</b>	<b>2020F</b>
	\$85,768	\$87,252	\$89,021

<sup>1</sup> Based on the Company’s 2018-2020 Labour Forecast report. See *Volume 2, Report 1: Labour Forecast 2018-2020*, Schedules A, B and C, respectively. Calculated as (in \$000s unless otherwise noted):

		<b>2018F (Sch. A)</b>	<b>2019F (Sch. B)</b>	<b>2020F (Sch. C)</b>
Total workforce labour	<b>A</b>	62,626	64,266	65,454
Less: fringe costs (18%) <sup>2</sup>	<b>B</b>	9,553	9,803	9,985
Total workforce labour less fringe costs	<b>C = A - B</b>	53,073	54,463	55,469
Adjusted workforce (FTEs)	<b>D</b>	618.8	624.2	623.1
<b>Estimated average salary/wage (\$)</b>	<b>E = C / D</b>	<b>85,768</b>	<b>87,252</b>	<b>89,021</b>

<sup>2</sup> Fringe costs include CPP, EI, payroll tax and benefits.