

1 Q. **Staffing**

2 Further to PUB-NLH-425 provide for each year end from 2011 to 2013 inclusive and
3 year-to-date for 2014 for each Position Identifier (PID) within the organization
4 corresponding to each service area shown on slide 12, the position title
5 corresponding to the PID, the home base organization of each PID and the
6 percentage of time charged to Hydro for each PID.

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9 A. Please refer to PUB-NLH-426 Attachment 1. Year-to-date for 2014 will be provided
10 at the end of October 2014.

Functional Support Area	Home Base Organization	PID PID Description	Percentage of time charged to Hydro		
			2011	2012	2013
Executive Leadership	Nalcor	10102 V-P Strategic Planning and Business Development	1.2%		
	Nalcor	10405 President and Chief Executive Officer	6.8%	7.9%	7.0%
	Nalcor	10445 V-P Corporate Communications and Shareholders Relations		13.6%	25.5%
	Nalcor	10447 V-P Finance and Chief Financial Officer	4.5%	2.5%	3.1%
	Nalcor	10455 Executive Assistant	32.8%	32.5%	32.2%
	Nalcor	10456 Executive Assistant	10.6%	9.2%	8.6%
	Nalcor	10458 V-P Human Resources and Organizational Effectiveness	51.1%	20.1%	15.5%
	Nalcor	10461 General Manager Finance and Corporate Services	11.3%		
	Nalcor	31229 V-P Project Execution and Technical Services	35.7%	23.2%	24.7%
General Counsel/Corporate Sect	Nalcor	10460 General Counsel and Corporate Secretary	12.8%	13.8%	7.7%
	Nalcor	11005 Assistant Corporate Secretary and Legal Counsel	7.4%	7.5%	3.1%
	Nalcor	11016 Senior Legal Counsel	4.3%	11.6%	4.7%
Internal Audit	Nalcor	16001 Manager Internal Audit	4.1%	6.4%	1.0%
	Nalcor	16030 Senior Internal Auditor	26.0%	7.5%	13.2%
	Nalcor	16031 Internal Auditor	16.7%	22.9%	27.6%
	Nalcor	16032 Internal Auditor	35.3%	30.3%	37.4%
	Nalcor	T00001 Co-op Commerce	15.5%	12.6%	34.6%
Investment Evaluation	Nalcor	11024 Rates and Financial Planning Analyst	42.7%	6.2%	10.9%
	Nalcor	18002 Business Model Coordinator	11.3%	0.9%	0.3%
	Nalcor	18003 Manager Investment Analysis and Financial Planning		0.1%	
	Nalcor	52005 Rates and Financial Planning Analyst	69.1%	61.2%	
	Nalcor	52026 Rates and Financial Planning Analyst	4.6%	2.8%	0.8%
	Nalcor	54001 Manager Economic Analysis			7.5%
	Nalcor	55125 Team Lead System Support		0.0%	
Supply Chain	Nalcor	45101 Mgr,Supply Chain Mgmt.& Admin.	21.6%	30.3%	31.3%
Risk & Insurance	Nalcor	10106 Risk and Insurance Analyst	36.3%	39.9%	39.7%
	Nalcor	41001 Manager Risk and Insurance	23.4%	18.8%	25.5%
Treasury	Nalcor	43150 Administrative Assistant		11.7%	5.5%
	Nalcor	43201 Team Lead Cash Management		19.6%	15.1%
	Nalcor	44102 Corporate Treasurer	1.8%		11.0%
	Nalcor	44104 Assistant Treasurer	5.6%	2.0%	14.1%
Finance & Corporate Services	Oil and Gas	10104 Accountant-Joint Venture		10.0%	
	Oil and Gas	10107 Financial Analyst		8.7%	34.5%
	Nalcor	10111 Divisional Controller Electric Utilities	75.1%	84.5%	84.7%
	Nalcor	10461 General Manager Finance and Corporate Services		8.3%	19.7%
	Nalcor	11022 Controller Energy Investments	2.4%		4.1%
	Nalcor	11023 Senior Financial Accountant	13.5%	26.9%	24.7%
	Nalcor	11046 Budget Analyst			33.3%
	Nalcor	Budgets/Reports Coordinator		0.9%	

Functional Support Area	Home Base Organization	PID PID Description	Percentage of time charged to Hydro		
			2011	2012	2013
	Nalcor	27131 Mgr.Finan. Processes & Systems			10.4%
	Nalcor	27132 Senior Financial Analyst		1.8%	5.3%
	Nalcor	27133 Senior Financial Accountant			13.3%
	Nalcor	27401 Assistant Divisional Controller	26.9%		
	Nalcor	Budgets/Reports Coordinator	44.3%	3.5%	
	Nalcor	44103 Manager Shared Services	22.7%	49.1%	43.3%
	Nalcor	44201 Assistant Controller	8.3%	8.8%	7.4%
	Nalcor	44205 Senior Financial Accountant	44.2%	31.7%	23.4%
	Nalcor	44242 Budget Accountant	21.6%	27.3%	15.0%
	Nalcor	44243 Team Lead Financial Reporting	28.4%	12.0%	
	Nalcor	52020 Corporate Controller	30.4%	15.2%	16.7%
	Nalcor	52021 Administrative Assistant	34.2%	45.5%	51.4%
	Nalcor	52022 Senior Financial Analyst	1.3%	4.0%	8.0%
	Nalcor	52023 Senior Financial Analyst Energy Investments	19.3%	20.1%	31.7%
	Nalcor	52024 Manager Rates and Regulation	12.8%	10.2%	95.4%
	Nalcor	T00733 Administrative Assistant	2.9%		
	Nalcor	T00758 Co-op Commerce		32.0%	
	Nalcor	T00761 Project Administrator		3.1%	
	Nalcor	T00855 Supp Serv Team lead			2.4%
Environmental Services	Nalcor	11034 Environmental Coordinator	7.5%	6.7%	6.7%
	Nalcor	11047 Environmental Health and Safety Specialist	5.1%	2.1%	0.3%
	Nalcor	78010 Manager Environmental Services	14.4%	19.6%	13.6%
	Nalcor	15034 Environmental Engineer		1.9%	
Human Resources	Nalcor	81501 Manager Human Resources	9.7%	17.5%	25.1%
	Nalcor	81528 Human Resources Specialist Organizational Effectiveness.	24.9%	34.8%	24.5%
	Nalcor	T00880 Sr. HR / LR Consultant			9.1%
Safety & Health	Nalcor	11021 Work Protection Specialist	12.7%	18.1%	22.4%
	Nalcor	82001 Manager Safety and Health	25.6%	25.5%	27.5%
	Nalcor	T00640 Human Resources Assistant	5.0%		
Electrical Engineering	Nalcor	27305 Electrical Engineer			14.6%
	Nalcor	72014 Electrical Engineer		45.1%	5.4%
	Nalcor	75101 Manager Engineering Electrical	38.9%	47.1%	21.8%
	Nalcor	T00655 Electrical Engineer	39.5%		
Mechanical Engineering	Nalcor	27150 Mechanical Engineer			1.5%
	Nalcor	72016 Manager Engineering Mechanical	29.2%	16.5%	20.6%
	Nalcor	72066 Mechanical Engineer		73.6%	75.1%
	Nalcor	T00826 Co-op Engineer			26.8%
Office of Asset Management Protection	Nalcor	11029 Manager Technical Services and Asset Management	19.0%	36.7%	38.9%
	Nalcor	27101 Manager Engineering Protection and Control	9.7%	18.5%	12.7%

Functional Support Area	Home Base Organization	PID PID Description	Percentage of time charged to Hydro		
			2011	2012	2013
Project Execution (Non-reg)	Nalcor	27120 Sr Protection and Control Engineer	13.8%		
	Nalcor	27126 Protection & Control Engineer		55.1%	137.2%
	Nalcor	27163 Communications Engineer			58.2%
	Nalcor	27171 Communications Engineer		23.9%	56.1%
	Nalcor	27173 Communications Engineer		5.7%	68.6%
	Nalcor	27174 Protection & Control Engineer			46.5%
	Nalcor	27184 Protection & Control Engineering Specialist			44.0%
	Nalcor	75153 Protection and Control Engineer		1.2%	
	Nalcor	10119 Project Planner/ Scheduler	13.4%	34.5%	16.5%
	Nalcor	27155 Accountant			22.7%
	Nalcor	27157 Project Manager			5.2%
	Nalcor	28940 Project Manager			1.9%
	Nalcor	31233 Manager Project Execution (Non-regulated)	0.7%	0.2%	1.9%
	Nalcor	72060 Senior Civil Engineer		1.9%	
	Nalcor	T00741 Co-op Engineer			2.5%
Civil Engineering	Nalcor	T00742 Owner Site Representative			1.6%
	Nalcor	25301 Manager Engineering Civil	35.1%	24.3%	50.9%
	Nalcor	72062 Civil Engineer	65.6%		
Drafting	Nalcor	75148 Civil Engineer			7.2%
	Nalcor	72040 Drafting Services Supervisor	62.5%	66.0%	63.8%
T & D Engineering	Nalcor	27167 Transmission Design Engineer			86.7%
	Nalcor	27168 Transmission Design Engineer			16.9%
	Nalcor	75105 Manager Engineering Transmission and Distribution	60.3%	67.0%	51.8%
	Nalcor	75111 Manager Engineering Research and Development	43.7%	58.8%	60.6%
	Nalcor	75152 Transmission Engineer	74.5%		
	Nalcor	15033 Mechanical Engineer	0.6%		
	Nalcor	70277 Plant Engineer- Menihek	2.5%		
	Nalcor	10445 Manager Corporate Communications and Shareholder Relations	7.7%		
Corp. Comm. & Shareholder Rel.	Nalcor	41003 Senior Communication Advisor	51.9%	66.8%	79.9%
	Nalcor	41004 Comm. Advisor External & Media	31.9%	0.8%	8.9%
	Nalcor	41005 Comm. Advisor Employee Comm.	39.1%	38.4%	11.3%
	Nalcor	T00603 Senior Graphic Designer	10.6%	8.9%	9.4%
	Nalcor	T00820 Co-op Commerce		7.5%	13.4%
	Nalcor	T00825 Comm. Advisor External & Media		5.7%	5.0%
	Nalcor	15013 Sr.Communication Advisor LCP	1.1%	0.4%	