

1 **Q. In or about 1998, Newfoundland Power acquired the services of a new Manager of**
2 **Information Technology. Please provide any costs associated with acquiring Mr.**
3 **Skov at that time, including relocation costs, and provide details of any costs**
4 **associated with Mr. Skov leaving his employment at Newfoundland Power including**
5 **the amount of severance, if any, provided, and particulars as to his pension plan and**
6 **the length of time Mr. Skov worked for Newfoundland Power.**

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8 A. On August 11, 1997, the Company hired Mr. Allan Skov as its new Manager of
9 Information Systems. Consultant fees associated with Mr. Skov's recruitment totalled
10 \$4,187.

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12 Newfoundland Power provides relocation assistance to eligible employees who are
13 required to relocate as the result of a transfer, or who must relocate to accept a position
14 with the Company. Employees are entitled to be reimbursed for specified moving costs
15 and incidentals. The Company may also reimburse the employee for losses incurred on
16 the sale of the employee's former residence. Mr. Skov, who relocated from outside the
17 province, was provided with relocation assistance consistent with Company practice.

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19 The Company objects to providing details regarding the compensation paid to individual
20 employees over 5 years ago when such compensation details are neither relevant nor
21 necessary for an understanding of the matters to be considered in this proceeding.

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23 In February 2001, Mr. Skov resigned his position at Newfoundland Power. There was no
24 severance paid upon his resignation.

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26 Mr. Skov was not a participant in the Company's pension plan. Newfoundland Power
27 matched retirement contributions equal to 6.5% of Mr. Skov's salary during his
28 employment. These contributions ceased upon his resignation.