

1 Q. **Reference: Finance Evidence**

2 Please complete the below table detailing the \$9.1 million in estimated savings for
 3 Hydro positions transferred to Nalcor from 2008 to 2013. Please provide details on
 4 any "other costs or savings". (Finance Evidence, page 3.14, lines 6 to 7)

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Estimated Savings of Positions Transferred from Regulated Hydro to Nalcor (\$000s)					
Gross Estimated Savings (A)	Cost of FTE Time in Other Lines of Business Charged to Hydro (B)	Cost of New Positions Hired (C)	Cost of Position Filled by Contract Work (D)	Other Costs or Savings (E)	Net Estimated Savings (A - B - C - D - E)

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8 A. Please see NP-NLH-084 Attachment 1 for detailed calculations. There were no
 9 positions filled by contractors or other costs or savings included in the \$9.1 million
 10 savings estimate.

Hydro
Estimated Savings from Position Transfers
For the period from Jan 1, 2008 - Dec. 31, 2013
(\$000's)

Department	Position	Gross Estimated Savings (A)	Cost of FTE time in Other lines of business charged to Hydro (B)	Cost of new positions hired (C)	Cost of position filled by contract work (D)	Other cost savings (E)	Net estimated savings (A - B - C - D - E)
Leadership	President & Chief Executive Officer	1,232	329				903
Leadership	VP Project Execution and Technical Services	1,017	860				157
Leadership	VP Finance & Chief Financial Officer	964	106				858
Leadership	Executive Assistant	437	169				268
Leadership	VP Human Resources and Organizational Effectiveness	1,413	888				525
Leadership	Executive Assistant	437	-				437
Communications	Manager Corporate Communications and Shareholder Relations	910	224				686
Communications	Communication Coordinator	12	1				12
Communications	Senior Communication Advisor	546	361				185
General Counsel	General Counsel and Corporate Secretary	634	147				487
General Counsel	Assistant Corporate Secretary and Legal Counsel	690	99				591
Internal audit	Manager Internal Audit	819	78				742
Internal audit	Senior Internal Auditor	480	185				295
Internal audit	Internal Auditor	435	166				269
Internal audit	Internal Auditor	587	243				344
Controllers Dept	Budgets/ Reports Coordinator	384	137				247
Controllers Dept	Assistant Corporate Controller	720	251				470
Controllers Dept	Team Lead Financial Reports and Budgeting	445	170				275
Controllers Dept	Senior Financial Accountant	547	252				295
Controllers Dept	Budget Accountant	306	211				94
Controllers Dept	Corporate Controller	899	346				554
Planning	Senior Corporate Planning Analyst	861	-				861
Risk and Insurance	Manager Risk and Insurance	672	222				451
Treasury	Corporate Treasurer	757	105				652
Sub total original transfers		16,207	5,551	-	-	-	10,656
New Positions Hired in Nalcor and Charged to Hydro							
Finance	General Manager Finance and Corporate Services			147			(147)
Finance	Controller - Regulated Hydro			678			(678)
Finance	Corporate Risk and Insurance Analyst			144			(144)
Finance	Senior Financial Accountant			169			(169)
Finance	Financial Analyst			110			(110)
Finance	Shared Services Manager			177			(177)
Sub total new hires		-	-	1,425	-	-	(1,425)
Net estimated savings		16,207	5,551	1,425	-	-	9,231
Assumptions							
Analysis based on initial 24 positions that were transferred from Hydro to Nalcor in 2008.							
New positions limited to those positions hired in Nalcor in the functional areas that initially transferred staff.							
Time charged to Hydro in 2007 assumed to be consistent in each year from 2008 - 2013 for comparison purposes.							
Gross estimated savings based on cumulative salary levels from 2008 - 2013 plus 30% mark up for benefits.							
Page 3.14, lines 6-7 of Finance Evidence indicated \$9.1 million in estimated savings vs. the detailed estimate noted above.							