

1 Q. **Reference: Volume I, Section 2.2.4 and Volume 2, Exhibit 6, Issue Topic: Operating Efficiencies**

2 Of the stated compensation increases of 4% in 2024 and 4% in 2025, how much was related to
3 salaries compared to other compensation components?

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6 A. The 4% general economic increase was applied to Newfoundland and Labrador Hydro's
7 ("Hydro") salary scales in both 2024 and 2025. The 4% increase was directly related to salaries,
8 as Hydro currently has no other component of compensation (i.e., short-term and long-term
9 incentive pay) that would be common within its comparator group.