

1 Q. **Reference: Volume I, page 2.24, Employee Compensation and Benefits**

2 Hydro noted that its compensation levels increased by 4% in both 2024 and 2025 and that it has  
3 forecasted modest salary adjustments through its 2027TY. Provide the salary adjustments  
4 forecast for 2026F and the 2027TY.

5

6

7 A. Newfoundland and Labrador Hydro's ("Hydro") compensation administration practices reflect a  
8 prudent and measured approach consistent with its role as a Crown-owned utility. As Hydro is  
9 currently negotiating with its unions, releasing any assumptions with regard to wage  
10 adjustments proposed in the 2026 General Rate Application could compromise this process.