

August 11, 2025

VIA EMAIL

Attention: [REDACTED]

Dear [REDACTED]

Re: Your request for access to information under Part II of the *Access to Information and Protection of Privacy Act, 2015* (File #: PB/773/2025)

On June 6, 2025, we received your request for access to the following records/information:
*Can I please be provided with the total number of embedded contract positions and associated pay rates for 2022, 2023, 2024, and 2025 across all projects and departments.
Could I also please be provided with the number of employees and list of positions for 2022, 2023, 2024, and 2025 across all projects and departments.*

On July 2, 2025, you were notified of a 20 day time extension approved by the Office of the Information and Privacy Commissioner. On August 5, 2025, you were notified of a 5 day time extension approved by the Office of the Information and Privacy Commissioner.

Please be advised that access to the records responsive to your request have been granted. Please see appendix A attached hereto for the records.

In keeping with our standard practice, it is our intention to post this letter on the Newfoundland and Labrador Hydro website.

Please be advised that you may ask the Information and Privacy Commissioner to review the processing of your access request, as set out in section 42 of **the Access to Information and Protection of Privacy Act, 2015** (the Act) (a copy of this section has been enclosed for your reference). A request to the Commissioner must be made in writing within 15 business days of the date of this letter or within a longer period that may be allowed by the Commissioner.

The appeal may be addressed to the Information and Privacy Commissioner as follows:

Office of the Information and Privacy Commissioner
2 Canada Drive
P. O. Box 13004, Stn. A
St. John's, NL. A1B 3V8

Telephone: (709) 729-6309

Toll-Free: 1-877-729-6309
Email: commissioner@oipc.nl.ca

You may also appeal directly to the Supreme Court within 15 business days after you receive the decision of the public body, pursuant to section 52 of the Act (a copy of this section has been enclosed for your reference).

If you have any further questions, please contact me by telephone at (709) 733-5346 or by email at CassandraHearn@nlh.nl.ca.

Sincerely,

Cassandra Hearn
Access and Privacy Officer

Access or correction complaint

42. (1) A person who makes a request under this Act for access to a record or for correction of personal information may file a complaint with the commissioner respecting a decision, act or failure to act of the head of the public body that relates to the request.
- (2) A complaint under subsection (1) shall be filed in writing not later than 15 business days
- (a) after the applicant is notified of the decision of the head of the public body, or the date of the act or failure to act; or
 - (b) after the date the head of the public body is considered to have refused the request under subsection 16(2).
- (3) A third party informed under section 19 of a decision of the head of a public body to grant access to a record or part of a record in response to a request may file a complaint with the commissioner respecting that decision.
- (4) A complaint under subsection (3) shall be filed in writing not later than 15 business days after the third party is informed of the decision of the head of the public body.
- (5) The commissioner may allow a longer time period for the filing of a complaint under this section.
- (6) A person or third party who has appealed directly to the Trial Division under subsection 52(1) or 53(1) shall not file a complaint with the commissioner.
- (7) The commissioner shall refuse to investigate a complaint where an appeal has been commenced in the Trial Division.
- (8) A complaint shall not be filed under this section with respect to
- (a) a request that is disregarded under section 21;
 - (b) a decision respecting an extension of time under section 23;
 - (c) a variation of a procedure under section 24; or
 - (d) an estimate of costs or a decision not to waive a cost under section 26.
- (9) The commissioner shall provide a copy of the complaint to the head of the public body concerned.

Direct appeal to Trial Division by an applicant

52. (1) Where an applicant has made a request to a public body for access to a record or correction of personal information and has not filed a complaint with the commissioner under section 42, the applicant may appeal the decision, act or failure to act of the head of the public body that relates to the request directly to the Trial Division.
- (2) An appeal shall be commenced under subsection (1) not later than 15 business days
- (a) after the applicant is notified of the decision of the head of the public body, or the date of the act or failure to act; or
- (b) after the date the head of the public body is considered to have refused the request under subsection 16(2).
- (3) Where an applicant has filed a complaint with the commissioner under section 42 and the commissioner has refused to investigate the complaint, the applicant may commence an appeal in the Trial Division of the decision, act or failure to act of the head of the public body that relates to the request for access to a record or for correction of personal information.
- (4) An appeal shall be commenced under subsection (3) not later than 15 business days after the applicant is notified of the commissioner's refusal under subsection 45(2).

Appendix A

2022	2023	2024	2025
Hourly Rate Range: \$72.19 - \$170.00 65 Total Contract	Hourly Rate Range: \$51.79 - \$178.00 81 Total Contracts	Hourly Rate Range: \$51.79 - \$118.15 122 Total Contracts	Hourly Rate Range: \$75.00 - \$183.00 120 Total Contracts

* where an hourly rate was not provided, it was derived by taking the daily rate, and assuming an 8 hour day.

Job Type Description

Access & Privacy Officer
Accountant
Accounting Clerk II
Accounting Clerk III
Accounts Payable Officer
Admin, Communications CF
Admin, Energy Efficiency
Admin, Risk & Insurance
Administration Officer
Administrator - Stores
Administrator, Contracts
Administrator, Drafting CF
Administrator, EA
Administrator, Finance
Administrator, Gen Maintenance
Administrator, IS
Administrator, Legal
Administrator, Oper & Maint
Administrator, Operations CF
Administrator, Operations Supp
Administrator, Payroll
Administrator, Programming
Administrator, Project
Administrator, Training
Administrator, Training CF
Administrator, Vegetation
Admn Rec & Housing CF
Advisor, Aircraft Maintenance
Advisor, Communications
Advisor, Construction
Advisor, Electrical Design
Advisor, Energy Efficiency
Advisor, Energy Markets
Advisor, Environment
Advisor, Environment CF
Advisor, Human Resources
Advisor, Human Resources CF
Advisor, IS
Advisor, Mechanical
Advisor, Planning
Advisor, Planning (Maint)
Advisor, Planning (Prod)
Advisor, Safety
Advisor, Safety CF
Advisor, Vegetation
Advisor, Vegetation CF
Advisor, Water Resources CF
Aircraft Maintenance Engineer
Analyst, Finance

Analyst, Inventory
Analyst, IS
Analyst, Market Analytics
Analyst, Safety
Analyst, Supply Chain
Apprent Heavy Duty Mehcic
Apprent Power System Oper
Apprentice Electrical Maint A
Apprentice Line Worker
Apprentice MEO
Apprentice Millwright
Apprentice Plumber
Aquatics Facilities Attend
Area Office Clerk
Assistant, Administration
Assistant, Administration CF
Assistant, CF Human Resources
Assistant, Document Management
Assistant, Environment
Assistant, Human Resources
Assistant, Projects
Assistant, Records
Asst Corporate Secretary
Asst II, Administration CF
Autobody Mechanic
Automobile Mechanic
Aviation Tec Rec Coord
Billing Data Officer
Billing Officer
Building Custodian
Business Analyst, IS
Butcher
Buyer
Carpenter
Chief Information Officer
Chief Pilot - Fixed Wing
Chief Pilot - Helicopters
Cleaner
Cook
Co-op Student (Commerce)
Co-op Student (Engineering)
Coordinator, CF HR
Coordinator, Communications
Coordinator, EA
Coordinator, Energy Efficiency
Coordinator, Exec Asst CF
Coordinator, Finance
Coordinator, Human Resources
Coordinator, Info Mgmt
Coordinator, IS
Coordinator, Legal
Coordinator, Material Control

Coordinator, OG Administration
Coordinator, Payroll
Coordinator, Project
Crane Mobile Equip Operat
Customer Serv Represent
Dam Keeper
Diesel Plant Operator
Diesel System Rep (Trainee)
Diesel System Represent
Dir, Indigenous Affairs
Dir, Resource & Transmission
Director
Director, Communications
Director, Energy Marketing
Director, Engineering
Director, Finance
Director, Operations
Director, Operations CF
Director, Safety Health & Env
Document Control Clerk
DPO (Standby Plant)
Driver Ground Worker
EIT 0103 - Electrical
EIT 0103 - Mechanical
EIT 0103 Electrical CF
EIT 0104 - Civil
EIT 0104 - Electrical
EIT 0104 - Mechanical
EIT 0104 - Mechanical CF
EIT 0104 Electrical CF
EIT 0201 - Civil
EIT 0201 - Electrical
EIT 0201 - Mechanical
EIT 0201 - Mechanical CF
EIT 0201 Electrical CF
EIT 0202 - Civil
EIT 0202 - Electrical
EIT 0202 - Mechanical
EIT 0202 - Mechanical CF
EIT 0202 Electrical CF
Electrical Maintenance A
Electrical Maintenance B
Electrical Temp Apprentice
Electrician
Electrician - Industrial
Electrician/Operator
Energy Efficiency Advisor
Engineer I - Civil
Engineer I - Electrical
Engineer I - Electrical CF
Engineer I - GT & Diesel
Engineer I - Mechanical

Engineer I - Mechanical CF
Engineer II - Civil
Engineer II - Civil CF
Engineer II - Communications
Engineer II - Electrical
Engineer II - Electrical CF
Engineer II - HVdc Systems
Engineer II - Mechanical
Engineer II - Mechanical CF
Engineer II -Civil (Plant)
Engineer III - Civil
Engineer III - Communications
Engineer III - Civil CF
Engineer III - Electrical
Engineer III - Electrical CF
Engineer III - HVdc Systems
Engineer III - Mechanical
Engineer III - Mechanical CF
Engineer III , LTAP
Engineer IV - Civil
Engineer IV - Civil CF
Engineer IV - Electrical
Engineer IV - Mechanical
Executive Vice-President
Field Support Tech
Fire & Security Officer
General Help
General Maintenance
General Maintenance A
General Maintenance B
Genl Manager & Town Services
Graduate Trainee 0102
Grocery Clerk/Meat Cutter
Guidance Counsellor
Heavy Duty Mechanic
Heavy Equipment Operator
Housing Cleaner
HR Advisor
Hydro Plant Oper - Remote
Hydro Plant Operator
Industrial Cleaner
Internal Auditor I
Internal Auditor II
Internal Auditor III
Inventory Control Clerk
Issuing Authority
Junior Financial Analyst
Labourer
Lead Customer Services Rep
Lead Hydro Plant Operator
Lead, Compliance
Lead, Finance

Lead, Human Resources
Lead, Occupational Health
Lead, Safety
Legal Counsel, Senior
Lifeguard
Line Inspector
Line Worker
Line Worker A
Machinist
Maintenance Planning Clerk
Manager, CF Emergency Services
Manager, Customer Service
Manager, Energy Markets
Manager, Engineering CF
Manager, Environment
Manager, HR
Manager, HR CF
Manager, LTAP
Manager, LTAP CF
Manager, Network Operations
Manager, Operations
Manager, Operations CF
Manager, Planning
Manager, Rate Management
Manager, Safety
Manager, Safety Health & Env
Manager, Safety Health & Env C
Manager, Town Operations CF
Manager, WE & Operations
Manager, WE & Operations CF
Materials Control Clerk
Mech Maint A - Millright
Mech Maint A - Welder
Mech Maint A Pipefitter
Mechan Maint A - HD Repair
Meter Reader/Collector
Metering Maintenance
Mgr, Air Services
Mgr, Business Services
Mgr, Commercial
Mgr, Communications
Mgr, Eng & Tech Support Srvc
Mgr, Finance
Mgr, Ind Ben & Stakeholder Rel
Mgr, Operations
Mgr, Project Exec
Mgr, Regulatory Engineering
Mgr, Supply Chain Mgmt & Admin
Mgr, Work Exe & Operations
Mgr, Work Execution
Millwright
Mobile Equipment Operator

Network Services Clerk
Nurse I - Occup Health CF
Nurse I - Occupational Health
Office Clerk
Office Serv / Stock Clerk
Office Services Clerk
Owner Site Representative
P\T Meter Reader\Collector
Painter
Piecework Meter Readers
Pilot - Fixed Wing
Pilot - Helicopter
Planner - CF(L)Co
Plant Chemist
Plumber
President & CEO
Program Manager, Engineer I
Program Manager, Engineer II
Program Manager, Engineer III
Program Manager, Engineer IV
Purchasing Clerk II
Rates & Regulatory Analyst
Real Property Specialist
Reception/Switchboard Oper
Recreation Attendant
Refriger Mechanic/Plumber
Regulatory Coordinator
Regulatory Tech Specialist
Relief Meter Reader
School Principal
Secretary
Security Guard
Settlements Analyst
Specialist, Aircraft Maint
Specialist, Aircraft Maint CF
Specialist, Analytics
Specialist, Assets
Specialist, CF Human Resources
Specialist, CF Operations
Specialist, Communications
Specialist, Electrification
Specialist, Energy Marketing
Specialist, Engineering
Specialist, Environment
Specialist, Finance
Specialist, HR/LR & Comms
Specialist, Human Resources
Specialist, Info Protection
Specialist, IS
Specialist, Operations
Specialist, Safety
Specialist, Safety Health &Env

Sr Advisor, HRIS
Sr Advisor, IBA
Sr Advisor, IS
Sr Advisor, Legal
Sr Advisor, Operations CF
Sr Advisor, Procurement
Sr Advisor, Safety Health & Env
Sr Analyst, Architecture
Sr Analyst, Equipment Parts
Sr Analyst, Finance
Sr Analyst, Finance CF
Sr Analyst, IS
Sr Analyst, Risk
Sr Analyst, Treasury
Sr Asset Advisor, Fleet
Sr Fin Analyst - Energy Invest
Sr Fin Analyst, Invst Eval
Sr Line Inspector
Sr Manager, Commercial
Sr Manager, Energy Markets
Sr Manager, Engineering
Sr Manager, Engineering CF
Sr Manager, Finance
Sr Manager, Human Resources
Sr Manager, IS
Sr Manager, Operations
Sr Manager, Production
Sr Manager, Region
Sr Manager, Regulatory
Sr Manager, Safety
Sr Manager, Site Services CF
Sr Manager, Sys Intgrtn & Srv
Sr Mgr Supply Chn Mgmt & Admin
Sr Mgr, Sys Perf and Optimiz
Sr Office Services Clerk
Sr Specialist, Communications
Sr Specialist, Cust Service
Sr Specialist, Engineering
Sr Specialist, IS
Sr Station Operator
Sr Supervisor, Energy Control
Sr Supervisor, Energy Markets
Sr Supervisor, Finance
Sr Supervisor, IS
Sr Supervisor, Maintenance
Sr Supervisor, Oper (Plant)
Sr Supervisor, Oper (Tech)
Sr Supervisor, Operations
Sr Supervisor, Operations CF
Sr Supervisor, Planning
Sr Supervisor, Planning CF
Sr Supervisor, Reg, Pol & Comp

Sr Supervisor, Safety
Sr Supervisor, Supply Chain
Sr Supv Fac Mgmt & Fleet Sup
Sr Supv, Finance
Sr Supv, Planning & Warehouse
Station Operator
Stores Clerk
Stores Worker
Student
Sub Teacher
Summer Program Coord
Supervisor I, Maintenance CF
Supervisor II, Electrical
Supervisor II, Equipment
Supervisor II, Facilities
Supervisor II, Lines
Supervisor II, Materials CF
Supervisor II, Production
Supervisor II, Scheduling CF
Supervisor II, Stores
Supervisor III, Customer Care
Supervisor III, Drafting
Supervisor III, Electrical
Supervisor III, Electrical CF
Supervisor III, Emerg Response
Supervisor III, Geomatics
Supervisor III, IS
Supervisor III, Maintenance
Supervisor III, Oper (Remote)
Supervisor III, Operations
Supervisor III, Site Services
Supervisor III, Supp Services
Supervisory Engineer
Supervisor II, Fleet CF
Supv II, Civil Maintenance
Supv II, Electrical/Mechanical
Supv II, Gen Maint (Contracts)
Supv II, Gen Maintenance CF
Supv II, Line Maintenance CF
Supv II, Mech Maintenance
Supv II, Outsde Maintenance CF
Supv II, Plant Maintenance CF
Supv III, Communications CF
Supv III, Electrcl Maintenance
Supv III, Fire & Security
Supv III, Network & Cust Srvce
Supv, Accom, Hosp & Cust
Surveyor
System Operator
Systems Operations Specialist
Tax Officer
Teacher

Team Lead, Audit
Team Lead, Communications
Team Lead, Energy Markets
Team Lead, Environment
Team Lead, Finance
Team Lead, Fleet CF
Team Lead, HR
Team Lead, Human Resources
Team Lead, IS
Team Lead, Operations
Team Lead, Project Services
Team Lead, Support Services
Technical Operator - Elec.
Technical Operator - Mech.
Technician
Technician - Emerg Respons
Technician Trainee
Technol I
Technolo - Network Serv.
Technolog - Electr Design
Technolog - Prot & Control
Technologist
Technologist - Chemical
Technologist - Civil
Technologist - Controls
Technologist - Cust Servic
Technologist - Distribut
Technologist - DR/CAD
Technologist - Geomatics
Technologist - Metering
Technologist-Inst & Controls
Terminal Maintenance A
Thermal Plant Operator
TL, Work Exe & Operations
Tool Crib Attendant
Transportation Officer
Treasury Clerk
Utility Metering Officer
Utility Worker
Vice-President
V-Principal
Welder

NLH Hydro - All Company FTE's* by Year

	2022	2023	2024	2025
Grand Total	1457.45	1480.18	1514.04	1568

*Please note: Total FTE's may be made up of multiple employees throughout the year, and 2025 is the budgeted amount.