

1 Q. Please reconcile the statements on lines 12 through 15 on page 22 of Mr.
2 Bradbury's evidence that Hydro's actual achieved vacancy rates have been
3 falling, indicating tightness in complement levels with the statements on
4 pages 12 and 13 of Mr. Haynes' evidence which indicate that Hydro is
5 experiencing difficulty recruiting and retaining workers for many job
6 categories. Does Hydro anticipate the recruiting difficulties will lead to
7 increased vacancies in the future? If so, please discuss the operational and
8 cost risks that arise due to these vacancies.

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11 A. The difficulties in recruiting and retaining workers referred to by Mr. Haynes
12 are not of a magnitude that would have an appreciable impact on the overall
13 corporate vacancy rate.