

1 Q. What specific activities is Hydro implementing or planning to deal with a
2 possible 27% loss of employees over the next 5 years?

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5 A. There are a number of activities ongoing within Hydro to address a possible
6 27% loss of employees over the next five years. Hydro continues to utilize
7 apprenticeship programs to provide a pool of replacement employees for
8 those lost through attrition. The focus of the apprenticeship programs is the
9 skilled trades areas. Similarly, Hydro offers a Graduate Development
10 Program for new graduating engineers. Hydro is also currently developing,
11 documenting and implementing a corporate succession planning process.