

1 **Q. Re: 2. Labour Forecast 2015-17, section 3.0, 2015 to 2017 Labour Forecasts**

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3 **Please provide the number of actual retirements, the number replaced and the**
4 **regular new hires each year during the period 2012 through 2014 as well as the**
5 **corresponding values of salaries and benefits.**

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7 A. Table 1 shows the number of employees retired from 2012 to 2014 and retiring
8 employees' salaries from 2012 to 2014.
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Table 1
Number of Employees Retired and Retiring Employee Salaries
2012 to 2014

	2012	2013	2014
Employees Retired	27	26	31
Employees Retired Salaries (\$000) ¹	\$2,436	\$2,683	\$3,164

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13 Table 2 shows the number of hires to replace retired employees and the salaries of hires
14 to replace retired employees from 2012 to 2014.
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Table 2
Employees Hired to Replace Retired Workers
And Employees Hired to Replace Retired Workers Salaries
2012 to 2014

	2012	2013	2014
Hires to Replace Retired Employees ²	23	20	23
Hires to Replace Retired Employees Salaries (\$000) ¹	\$1,780	\$1,615	\$1,835

¹ Includes a payroll loading, or overhead, which includes the Company's estimated cost related to CPP, EI, payroll tax, workers' compensation premiums and health benefit premiums as well as cost associated with employee's benefits such as statutory holidays and vacation.

² Does not include hires resulting from organizational requirements outside of forecasted retirements.

1 Table 3 shows the number of employees hired on a permanent basis from 2012 to 2014
2 and the salaries of employees hired on a permanent basis from 2012 to 2014. Table 3
3 includes the hires for replacement purposes from Table 2.
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Table 3
Number of Regular Employees Hired
and Regular Employees Hired Salaries
2012 to 2014

	2012	2013	2014
Regular Employees Hired	59	45	66
Regular Employees Hired Salaries (\$000) ³	\$4,769	\$4,076	\$5,460

³ Includes a payroll loading, or overhead, which includes the Company's estimated cost related to CPP, EI, payroll tax, workers' compensation premiums and health benefit premiums as well as cost associated with employee's benefits such as statutory holidays and vacation.