

1 Q. Further to CA-NLH107, please provide summaries of exit interviews as regards
2 reason for voluntary resignation for those who resigned from 2006 to 2013.

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5 A. Human Resources conducts exit interviews where practical with consideration to
6 the type of exit, location, and occupation in an effort to gain information as to the
7 reasons why people may leave the employ of the Company. Participation in exit
8 interviews is voluntary and those individuals who agree to participate are assured
9 anonymity to encourage open dialogue. The participation rate during this period is
10 approximately 20% of exiting employees. There is a formal template to guide
11 discussions and to capture key reasons cited for leaving Hydro. These are reflected
12 in Table 1.

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14 **Table 1**

15 **Reasons for Leaving Hydro from 2006 to 2013**

Reason Cited for Leaving	Percentage of Employees Interviewed
Better Opportunity	20%
Personal (Reasons)	18%
Rate of Pay/Salary	15%
Relocation	15%
Career Change	13%
Volume of Work	8%
Family Duties	5%
Issues with Co-Workers	3%
Other	3%