

1 Q. Is the retirement allowance benefit of a term of employment of non-unionized
2 employees? If so, please provide the presently worded term of employment in
3 Hydro's employment contracts.

4

5

6 A. The provision and eligibility criteria for a retirement allowance benefit for non-
7 union employees is the same as that provided to unionized employees and is part of
8 Hydro's (Nalcor's) retirement benefit offering. Eligibility for a retirement allowance
9 is dependent on meeting retirement eligibility criteria as outlined in Hydro's
10 response to CA-NLH-239. The benefit, as defined in CA-NLH-239, is provided to all
11 eligible employees. Hydro's employment offer letters generally provide a high level
12 summary of the Company's compensation and benefit offering with references to
13 how to find more information.