

1 Q. **2013 General Rate Application, Workforce**

2 Page 2.16, lines 17-18 - Provide a table showing the number of resignations and
3 retirements by position for each year from 2007 to 2012 and forecast for 2013 to
4 2015.

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7 A. Table 1 summarizes the the voluntary resignations and retirements for each year
8 from 2007 to 2012, 2013 as at September 1, 2013, and forecasted for remainder of
9 2013 to 2015. PUB-NLH-033 Attachment 1, pages 1 to 5, and PUB-NLH-033
10 Attachment 2, page 1 of 1, provide detailed information by year and by position.

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12 In 2013, three employees have resigned and 25 have retired as of September 1,
13 2013. Seventy-five employees are eligible for an unreduced pension by December
14 31, 2013. Assumptions used to project retirements are based on experience since
15 2007 specific to how many employees retire when eligible for an unreduced
16 pension and the average years deferred if not retiring at that time. Hydro's
17 continued focus on recruitment and retention has had a positive impact on the
18 trends experienced for voluntary resignations. For this reason, Hydro has used the
19 most recent three-year average (2010 to 2012) to predict voluntary resignations for
20 the future.

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| Union Code | Position Title | Year Retired | | | | | | | Earliest Unreduced Eligibility | | | Grand Total |
|------------------|--|--------------|------|------|------|------|------|-------------------|--------------------------------|---------------|---------------|-------------|
| | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 ¹ | 2013 Eligible | 2014 Eligible | 2015 Eligible | |
| Non Union | Administration Coordinator | | | | | 1 | | | | | | 1 |
| | Administrative Assistant | | 1 | | | 3 | | 1 | 1 | 1 | | 7 |
| | Architectural Analyst | | | | | | | 1 | | | | 1 |
| | Asset Manager Thermal | | 1 | | | | | | | | | 1 |
| | Asset Specialist Distribution | | | | | | | 1 | | | | 1 |
| | Asset Specialist Generation and Terminals | | | | | | | 1 | | | | 1 |
| | Asset Specialist Transmission and Distribution | | | | | 1 | | | | | | 1 |
| | Asset Specialist Thermal | | | 1 | | | | | 1 | | | 2 |
| | Asset Specialist Transmission | | 1 | | | | | | | | | 1 |
| | Building/Transportation Supervisor | | | | | 1 | | | | | | 1 |
| | Civil Designer | | 1 | | | | | | | | | 1 |
| | Civil Engineering Specialist | | | | 1 | | | | | 1 | | 2 |
| | Client Support Analyst | | | | | | | | 1 | | | 1 |
| | Customer Service Manager | | | | | 1 | | | | | | 1 |
| | Customer Accounts Process Supervisor | | | 1 | | | | | | | | 1 |
| | Diesel Maintenance Supervisor | 1 | | | | | | | | | | 1 |
| | Director Human Resources | 1 | | | | | | | | | | 1 |
| | Distribution Design Supervisor | | | 1 | | | | | | | | 1 |
| | Distribution Supervisor | | 1 | | | | | | | | | 1 |
| | Electrical/Mechanical Supervisor | | | 1 | | 1 | | | 1 | 1 | | 4 |
| | Engineer Mechanical | | | | | | | | | 1 | | 1 |
| | Environmental Coordinator | | | | 1 | | | | | | | 1 |
| | Executive Assistant | | | | 1 | | | | | | | 1 |
| | Finance Support Analyst | | | | | | | | | | 1 | 1 |
| | Human Resources Organizational Effectiveness Analyst | | | | | | | | | 1 | | 1 |
| | Human Resources Assistant | | | 1 | | | 1 | | | | | 2 |
| | Information Systems Security Officer | | | | 1 | | | | | | | 1 |
| | Instrumentation Supervisor | | | | | | | | 1 | | | 1 |
| | Labour Manager Operations Thermal | | | 1 | | | | | | | | 1 |
| | Labour Manager Hydro | | 1 | | | | | | | | | 1 |
| | Line Supervisor | 1 | 1 | 2 | | | | 2 | | 1 | 2 | 9 |
| | Maintenance Specialist | 1 | | | | | | | | | | 1 |
| | Manager Safety and Health | | | 1 | | | | | | | | 1 |
| | Materials Control Supervisor | 1 | | | | | | | | | | 1 |
| | Materials Superintendent | | | | | | | | 1 | | | 1 |
| | Mechanical Maintenance Supervisor | | | | | | | | | 1 | | 1 |
| | Manager Long Term Asset Planning | | | | | 1 | | | | | | 1 |
| | Manager Operations and Work Execution | | | | | 1 | 1 | | 1 | | 1 | 4 |
| | Manager Safety Health and Environment | | | | | | | | | 1 | | 1 |
| | Manager North West Region | | 1 | | | | | | | | | 1 |
| | Manager Technology Planning and Project Delivery | | | | | | | | 1 | | | 1 |
| | Manager Transmission and Distribution | | | 1 | | | | | | | | 1 |

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| Union Code | Position Title | Year Retired | | | | | | | Earliest Unreduced Eligibility | | | Grand Total |
|-------------------------------|--|--------------|-----------|-----------|-----------|-----------|-----------|-------------------|--------------------------------|---------------|---------------|-------------|
| | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 ¹ | 2013 Eligible | 2014 Eligible | 2015 Eligible | |
| | Team Lead Cash Management | | | | 1 | | | | | | | 1 |
| | Team Lead Network Operations | | | 1 | | | | | | | | 1 |
| | Team Lead System Support | | | | 1 | | | | | | | 1 |
| | Team Lead Support Services | | | | | | 1 | | | 1 | 1 | 3 |
| | Technical Supervisor | | | | 1 | | | | | | | 1 |
| | Technologist Electrical Design | | | | | | | | 1 | | | 1 |
| | Telecontrol Engineering Specialist | | | | | | | | 1 | | | 1 |
| | Terminals Maintenance Supervisor | 1 | | | | | | | | | | 1 |
| | Treasury Assistant | | | | 1 | | | | | | | 1 |
| | VP Finance and Chief Financial Officer | | | 1 | | | | | | | | 1 |
| | VP Human Resources General Counsel and Corporate Secretary | | | 1 | | | | | | | | 1 |
| | VP Nfld. and Labrador Hydro | | | | | | | | | 1 | | 1 |
| | VP Regulated Operations | | | | | | | 1 | | | | 1 |
| | VP Systems Operation and Planning | | | | | | | | 1 | | | 1 |
| | Distribution Services Supervisor | | | | | | 1 | | | | | 1 |
| | Facilities Maintenance Supervisor | | | | | | 1 | | | | | 1 |
| | Generation Superintendent | | | | | | 1 | | | | | 1 |
| | Line Superintendent Central Region Transmission Rural Operations | | | | | | 1 | | | | | 1 |
| | Planner/Thermal | | | | | | 1 | | | | | 1 |
| | Planner Transmission Rural Operations | | | | | | 1 | | | | | 1 |
| | Protection/Control Supervisor | | | | | | 1 | | | | | 1 |
| | Revenue Metering Services | | | | | | 1 | | | | | 1 |
| | Safety and Environmental Coordinator | | | | | | 1 | | | | | 1 |
| | Shift Supervisor Energy Control Centre | | | | | | 1 | | | | | 1 |
| | Software Specialist Enterprise Applications | | | | | | 1 | | | | | 1 |
| | Team Lead Business Solutions Support | | | | | | 1 | | | | | 1 |
| | Technical/Electrical Maintenance Supervisor | | | | | | 1 | | | | | 1 |
| Non Union Total | | 14 | 14 | 17 | 12 | 14 | 16 | 11 | 23 | 17 | 10 | 148 |
| Operations - Unionized | | | | | | | | | | | | |
| | Building Custodian | | | | | 1 | | | | | | 1 |
| | Carpenter | | | | | | 1 | 1 | 1 | | 1 | 4 |
| | Diesel Plant Operator A | 1 | | | | | | | | | | 1 |
| | Diesel Plant Operator B | | 1 | | | | | | | | | 1 |
| | Distribution Field Representative | | 1 | | 1 | | | 1 | | | | 3 |
| | Diesel Plant Operator (Standby Plant) | | | | | | | | 1 | | | 1 |
| | Driver Ground Worker | 1 | | 1 | | 1 | 1 | | 2 | 2 | | 8 |
| | Diesel System Representative | 1 | | 3 | 2 | | | 1 | 5 | 1 | | 13 |
| | Diesel System Representative Trainee | | | | | | | | 2 | | | 2 |
| | Electrical Maintenance A | 1 | | 2 | 2 | 2 | 2 | | 3 | 1 | | 13 |
| | Electrician/Operator | 1 | | | | 1 | 1 | | 2 | | | 5 |

| Union Code | Position Title | Year Retired | | | | | | | Earliest Unreduced Eligibility | | | Grand Total |
|-------------------------------------|--|--------------|-----------|-----------|-----------|-----------|-----------|-------------------|--------------------------------|---------------|---------------|-------------|
| | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 ¹ | 2013 Eligible | 2014 Eligible | 2015 Eligible | |
| | General Maintenance A | | | | | | | | 1 | | | 1 |
| | General Maintenance B | 1 | 1 | | | 2 | 3 | 1 | 3 | 4 | 2 | 17 |
| | Heavy Equipment Operator | | 2 | | | | | | | | | 2 |
| | Hydro Plant Operator Remote | | | | | 1 | | | | 1 | | 2 |
| | Labourer | | | | | | | | 1 | | | 1 |
| | Lead Hydro Plant Operator | | | | | 1 | | 1 | | | | 2 |
| | Lead Thermal Plant Operator | 1 | | 1 | | | | | 2 | | | 4 |
| | Line Worker A | 3 | 2 | 2 | 1 | 1 | 3 | 2 | 2 | 1 | 2 | 19 |
| | Materials Control Clerk | 1 | | | | | | | 1 | | | 2 |
| | Mechanical Maintenance "A" Heavy Duty Repair | | | 1 | 1 | 1 | | | 4 | 1 | | 8 |
| | Mechanical Maintenance "A" Millwright | 1 | | | 2 | | | | 2 | | 1 | 6 |
| | Mechanical Maintenance "A" Welder | | 1 | | 1 | 1 | 1 | | | 1 | | 5 |
| | Mechanic/Operator | | | | | | | | 1 | | | 1 |
| | Mechanical Maintenance A | 1 | 1 | | | | | | | | | 2 |
| | Power Systems Operator | 1 | | | | | | | | | | 1 |
| | Security Guard | 1 | 1 | | | | | | | | | 2 |
| | Senior Line Inspector | | | 1 | | | | 1 | 2 | | | 4 |
| | Stores Worker | 2 | | 1 | | | 2 | | 1 | | 1 | 7 |
| | Technologist Drafter/CAD | | | | | | | | 1 | | 1 | 2 |
| | Technologist | 1 | 2 | | | 1 | | | | | | 4 |
| | Technologist Meter Shop | | | 1 | | | | | | | | 1 |
| | Technologist Protection and Control | | | | 1 | | 1 | | | | 1 | 3 |
| | Technologist Chemical | | | | | | | | | 1 | | 1 |
| | Technologist Distribution | | | | | | | | 1 | | | 1 |
| | Technologist Electrical Design | | | | | | | | 1 | | | 1 |
| | Technologist Telecontrol | | | | | | | 1 | 3 | | 1 | 5 |
| | Terminal Maintenance A | | | 1 | | 1 | 1 | | 3 | | | 6 |
| | Thermal Plant Operator | | | | | 1 | | | | 1 | 1 | 3 |
| | Turbine Boiler Operator | | 1 | | | | | | | | | 1 |
| | Utility Worker | | 1 | 1 | | | | | | | 1 | 3 |
| | Water Systems Attendant | | 1 | | | | | | | | | 1 |
| Operations - Unionized Total | | 18 | 15 | 15 | 11 | 15 | 16 | 9 | 45 | 14 | 12 | 170 |
| Officer Workers - Unionized | | | | | | | | | | | | |
| | Accountant | | | | | | | 1 | | | | 1 |
| | Accountant Plant Lead | 1 | | | | | | | | | | 1 |
| | Accounting Clerk III | | | | | 1 | | | 1 | | | 2 |
| | Administration Officer | | | | | | | 1 | | | | 1 |
| | Area Office Clerk | | | 1 | | 2 | | | | | 1 | 4 |
| | Billing Officer Rural | | | | | | | 1 | | | | 1 |
| | Billing Officer Industrial and Retail | | | | | | | | | | 1 | 1 |
| | Buyer | | | | | 1 | | | | | 1 | 2 |

| Union Code | Position Title | Year Retired | | | | | | | Earliest Unreduced Eligibility | | | Grand Total |
|--|--------------------------------|--------------|-----------|-----------|-----------|-----------|-----------|-------------------|--------------------------------|---------------|---------------|-------------|
| | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 ¹ | 2013 Eligible | 2014 Eligible | 2015 Eligible | |
| | Drafting Clerk | | | | | 1 | | | | | | 1 |
| | Meter Reader/Collector | | 1 | 1 | | | 1 | 1 | 3 | | 1 | 8 |
| | Office Services/Stock clerk | | | | | 1 | | | | | | 1 |
| | Office Clerk | | | 1 | 1 | | | | | | 1 | 3 |
| | Office Services Clerk | | 1 | | | | | | | 1 | | 2 |
| | Reception/Switchboard Operator | | | | | | | | | 1 | | 1 |
| | Relief Meter Reader | | | | | | | | 1 | | | 1 |
| | Senior Office Services Clerk | | | | | | | 1 | | | | 1 |
| | System Operations Accountant | | | | 1 | | | | | | | 1 |
| | Transportation Officer | | | | | | | | 1 | | | 1 |
| | Treasury Clerk | | | | | | | | 1 | | | 1 |
| | Driver Clerk | | | | | | 1 | | | | | 1 |
| Officer Workers - Unionized Total | | 1 | 2 | 3 | 2 | 6 | 2 | 5 | 7 | 2 | 5 | 35 |
| Grand Total | | 33 | 31 | 35 | 25 | 35 | 34 | 25 | 75 | 33 | 27 | 353 |

Notes:

1. 2013 actuals as at September 1, 2013.
2. 2013 to 2015 (Eligible) reflect Earliest Unreduced Retirement Date by positions. Past patterns reflect that 57% of those eligible to retire will retire in the year they become eligible; and that those who do not retire at that time will defer retirement by 2.8 years, on average, from their EURD.

| Group | Position Title | Year | | | | | | | | |
|---|-------------------------------|-----------|-----------|-----------|----------|-----------|-----------|----------|----------|----------|
| | | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 |
| Non Union | Client Support Analyst | | 1 | | | | | | | |
| | Electrical Design Engineer | | | | | | 1 | | | |
| | Electrical Engineer | | | | | 1 | | | | |
| | Electrical Maint. Supervisor | | | | | | 1 | | | |
| | Emergency Response Co-ordin. | | 1 | | | | | | | |
| | Engineer Level 1 | | 1 | | | | | | | |
| | Engineer Level 2 | | | 1 | | | | | | |
| | Engineer Level 3 | | 1 | | | | | | | |
| | Graduate Intern HR | | | 1 | | | | | | |
| | HR Co-ordinator | | | | | 1 | | | | |
| | HR Lead- People Development | | | | 1 | | | | | |
| | I.S. Security Officer | | | | | | 1 | | | |
| | Labour Relations Specialist | 1 | | | | | | | | |
| | Manager Labour Relations | | | | | 1 | | | | |
| | Mechanical Engineer | | | | | | 1 | | | |
| | Planner - Thermal | | | | | 1 | | | | |
| | Plant Engineer Civil | | | | | | | 1 | | |
| | Program Outreach Advisor | | 1 | | | | | | | |
| | Proj Leader-Applications | | | | | | | | | |
| | Protection & Control Engineer | | | | | 1 | | | | |
| | Qual Assur. Eng | | | | | | | | | |
| | Rates Analyst | | | | 1 | | | | | |
| | Records & Infor. Analyst | | | | | | | | | |
| | Safety Coordinator Holyrood | 1 | | 1 | | | | | | |
| | Surveyor | | | 1 | | | | | | |
| | H.R. Specialist O.E. | 1 | | | | | | | | |
| | Planner-TRO | 1 | | | | | | | | |
| Non Union Total | | 4 | 5 | 4 | 2 | 5 | 4 | 1 | | |
| Operations - Unionized | Appr Power System Operator | | | 1 | | | 2 | | | |
| | Apprentice Electrician | 1 | | | | | | 1 | | |
| | Apprentice Line Worker | 2 | 2 | 3 | | | 2 | | | |
| | Apprentice Millwright | 1 | | | | | | | | |
| | DSR Trainee | 1 | | | | | | | | |
| | Electrical Maintenance A | | | | | 1 | 1 | | | |
| | Line Worker A | 4 | 3 | 2 | 1 | 1 | 1 | | | |
| | Mech Maint "A" - H D Repair | 1 | | | | | | | | |
| | Mech Maint "A" - Millwright | | | | | | | | | |
| | Stores Worker | 1 | | | | | | | | |
| | Technician III | 1 | | | | | | | | |
| | Technician IV | 1 | | | | 1 | | | | |
| | Technol- Environmental | | | | | 1 | | | | |
| | Power System Operator | | | | | 1 | | | | |
| | Thermal Plant Opr IV | 1 | | | | | | 1 | | |
| | Thermal Plant Opr III | | 2 | | | | | | | |
| | Thermal Plant Opr | 1 | | | | | | | | |
| Operations - Unionized Total | | 15 | 7 | 6 | 1 | 5 | 6 | 2 | | |
| Office Workers - Unionized | Office Clerk | | 1 | | | | 1 | | | |
| | Office Services Clerk | | | | | 1 | | | | |
| Office Workers - Unionized Total | | | 1 | | | 1 | 1 | | | |
| Grand Total | | 19 | 13 | 10 | 3 | 11 | 11 | 3 | 9 | 9 |