

**Q. Over the period 2007 to 2014 (f), please provide the number of employees who were (or will be) eligible to retire, broken down by position. Please indicate the actual date each of these employee(s) retired, as appropriate, together with their age and years of service when they retired. For those who retired, please compare the date when eligible to retire versus date when the employee actually retired.**

**A.** Table 1 shows the number of regular employees who were or will be eligible for retirement from 2007 to 2014 forecast.<sup>1</sup>

**Table 1**  
**Number of Employees Eligible to Retire**  
**2007 to 2014 Forecast**

<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013F</b>	<b>2014F</b>
137	188	183	208	222	219	223	245

Table 2 below lists by position the employees who retired from Newfoundland Power in 2007 including their age, years of service, retirement eligibility date and retirement date.

**Table 2**  
**2007 Retirements**

<b>Position</b>	<b>Age</b>	<b>Years of Service</b>	<b>Retirement Eligibility Date</b>	<b>Retirement Date</b>
Customer Account Representative	57	10	August 1, 2004	January 1, 2007
Superintendent Regional Operations	55	34	September 1, 2006	January 1, 2007
Regional Manager	52	31	April 1, 2008	May 14, 2007
General Foreperson	60	38	June 1, 2002	June 1, 2007
Engineering Technologist	60	30	November 1, 2002	August 1, 2007
Engineering Technologist	54	32	December 1, 2006	August 1, 2007
Linecrew Working Foreperson	59	34	June 1, 2003	August 1, 2007
Power Plant Maintenance Lead Hand	61	36	August 1, 2001	August 1, 2007
Linecrew Working Foreperson	62	33	February 1, 2001	October 1, 2007

<sup>1</sup> Retirement eligibility date is based on the earliest retirement permitted under the Newfoundland Power Retirement Income Plan (the "Plan"), which provides for early retirement with reduced pension benefits at an age and service combination of 85 years, or a minimum age of 55.

Table 3 below lists by position the employees who retired from Newfoundland Power in 2008 including their age, years of service, retirement eligibility date and retirement date.

**Table 3**  
**2008 Retirements**

<b>Position</b>	<b>Age</b>	<b>Years of Service</b>	<b>Retirement Eligibility Date</b>	<b>Retirement Date</b>
Superintendent Regional Operations	56	35	June 1, 2004	January 1, 2008
Linecrew Working Foreperson	60	35	August 1, 2002	February 1, 2008
Linecrew Working Foreperson	54	32	February 1, 2007	February 1, 2008
Lineperson	54	31	November 1, 2007	March 1, 2008
Engineering Technologist	53	33	February 1, 2008	March 1, 2008
Power Plant Maintenance Lead Hand	60	30	January 1, 2006	May 1, 2008
Linecrew Working Foreperson	60	34	January 1, 2004	August 1, 2008
Meterperson Lead Hand	52	33	August 1, 2008	September 1, 2008

Table 4 below lists by position the employees who retired from Newfoundland Power in 2009 including their age, years of service, retirement eligibility date and retirement date.

**Table 4**  
**2009 Retirements**

<b>Position</b>	<b>Age</b>	<b>Years of Service</b>	<b>Retirement Eligibility Date</b>	<b>Retirement Date</b>
Senior Engineer	56	33	October 1, 2007	May 1, 2009
Meter Reader	65	12	July 1, 2009	July 1, 2009
Work Methods Specialist	65	32	October 1, 2003	August 1, 2009

Table 5 below lists by position the employees who retired from Newfoundland Power in 2010 including their age, years of service, retirement eligibility date and retirement date.

**Table 5**  
**2010 Retirements**

<b>Position</b>	<b>Age</b>	<b>Years of Service</b>	<b>Retirement Eligibility Date</b>	<b>Retirement Date</b>
Power Plant Maintenance	57	38	May 1, 2005	March 1, 2010
Powerline Technician	53	32	May 1, 2010	May 1, 2010
Health & Employee Assistance Coordinator	60	31	May 1, 2007	June 1, 2010
Technical Assistant	61	38	September 1, 2003	August 1, 2010
Meter Technician – Lead Hand	59	36	July 1, 2005	August 1, 2010
Powerline Technician	66	22	March 1, 2009	September 1, 2010
Superintendent Systems Planning	59	35	February 1, 2006	October 1, 2010
Technical Representative	65	36	February 1, 2003	November 1, 2010

Table 6 below lists by position the employees who retired from Newfoundland Power in 2011 including their age, years of service, retirement eligibility date and retirement date.

**Table 6**  
**2011 Retirements**

<b>Position</b>	<b>Age</b>	<b>Years of Service</b>	<b>Retirement Eligibility Date</b>	<b>Retirement Date</b>
Electrical Maintenance Lead Hand	61	26	January 1, 2010	January 1, 2011
Customer Account Representative	61	43	September 1, 2001	February 1, 2011
Powerline Technician	56	36	January 1, 2008	February 1, 2011
Distribution Maintenance	54	36	November 1, 2008	February 1, 2011
Application Analyst	58	16	May 1, 2008	February 1, 2011
Electrical Maintenance Lead Hand	61	37	August 1, 2004	February 1, 2011
Property Utilityperson	61	36	April 1, 2005	March 1, 2011
Electrical Maintenance Lead Hand	65	22	February 1, 2010	April 1, 2011
Power System Operator Lead Hand	66	43	June 1, 1999	June 1, 2011
General Foreperson	62	38	January 1, 2004	July 1, 2011
Engineering Technologist	60	36	August 1, 2005	July 1, 2011
Engineering Technologist	57	38	July 1, 2006	July 1, 2011
Senior Drafting Technician	63	39	March 1, 2003	July 1, 2011
Powerline Technician Lead Hand	59	34	December 1, 2007	July 25, 2011
Technical Assistant	62	36	May 1, 2005	August 1, 2011
Health & Safety Advisor	58	39	October 1, 2005	August 1, 2011
Engineering Technologist	60	36	December 1, 2005	August 1, 2011
District Representative	60	38	December 1, 2004	August 1, 2011
Senior Engineer	60	33	May 1, 2007	September 1, 2011
Electrical Maintenance Lead Hand	56	30	November 1, 2010	September 1, 2011
Powerline Technician Lead Hand	56	35	October 1, 2008	October 1, 2011
Powerline Technician Lead Hand	58	37	October 1, 2008	November 1, 2011
Powerline Technician Lead Hand	61	34	April 1, 2006	December 5, 2011

Table 7 below lists by position the employees who retired from Newfoundland Power in 2012 including their age, years of service, retirement eligibility date and retirement date.

**Table 7**  
**2012 Year to Date<sup>2</sup> Retirements**

<b>Position</b>	<b>Age</b>	<b>Years of Service</b>	<b>Retirement Eligibility Date</b>	<b>Retirement Date</b>
Area Customer Representative	60	36	May 1, 2006	January 1, 2012
Customer Account Representative	58	37	November 1, 2006	January 1, 2012
Powerline Technician	55	31	January 1, 2012	January 3, 2012
Powerline Technician	57	32	January 1, 2010	January 3, 2012
Rates & Costs Specialist	60	36	September 1, 2006	February 1, 2012
District Representative	59	38	August 1, 2008	February 27, 2012
Patroller	60	37	April 1, 2006	April 1, 2012
Customer Service Coordinator	59	36	August 1, 2007	May 1, 2012
Powerline Technician Lead Hand	57	33	April 1, 2010	May 7, 2012
Communications Technician	62	35	September 1, 2006	June 1, 2012
Storekeeper Lead Hand	60	37	March 1, 2006	June 1, 2012
Communications Technician	60	36	April 1, 2007	June 1, 2012
Meter Reader	65	20	June 1, 2012	June 1, 2012
Planner Transmission & Distribution	64	36	October 1, 2004	June 1, 2012
Meter Reader	65	45	January 1, 2002	June 1, 2012
Powerline Technician Lead Hand	61	40	August 1, 2004	July 1, 2012
Area Customer Representative	59	37	September 1, 2006	July 1, 2012
Surveyor	60	33	July 1, 2008	July 1, 2012
Collector	57	33	January 1, 2010	July 1, 2012
Executive Secretary	65	30	September 1, 2007	August 1, 2012
Collector	59	40	September 1, 2005	September 1, 2012
Powerline Technician Lead Hand	59	37	April 1, 2007	October 1, 2012
Executive Secretary	61	24	January 1, 2007	October 1, 2012

<sup>2</sup> As of October 26<sup>th</sup>, 2012.