

1 **Q. In Newfoundland Power's 2013 and 2014 Internal Labour Forecasts, what**
2 **assumption does the Company make as to when in the year an employee will retire?**
3 **Please provide the basis for that assumption.**
4

5 A. The Company's retirement forecasts typically assume the employee will retire on the 1st
6 of the month following the month in which he/she is eligible to retire without benefit
7 reduction, unless the employee has indicated otherwise.¹

¹ The Newfoundland Power Inc. Retirement Income Plan text effectively states an employee's retirement date is the first day of the month coincident with or the first day of the month following the month in which the employee has reached the age and years of service combination for retirement under the terms of the plan.