

- 1   **Q.    In reply to CA-NP-334 in Newfoundland Power’s 2008 GRA, Newfoundland Power**  
2       **stated that, “Through personal retirement planning consultations with employees**  
3       **who are eligible to retire management further refines its estimate of the numbers of**  
4       **employees who will likely retire.” Are likely retirements which are discovered**  
5       **through this process reflected in the Employee Retirement assumptions in the 2013**  
6       **and 2014 Internal labour Forecasts or are retirement estimates based solely upon**  
7       **employees reaching age 65, or reaching age 60 with the combination of 95 years of**  
8       **age plus service. If likely retirements are not taken into account, why not?**  
9  
10   **A.    Yes, likely retirements are included in Company forecasts.**