

1 **Q. What inquiries has Newfoundland Power made to determine likely retirements in**
2 **2012, 2013 and 2014 and what are the results of the same and how have the results**
3 **been reflected in the 2013 and 2014 Internal Labour Forecasts?**
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5 A. On at least an annual basis, management will approach employees who are eligible to
6 retire to determine the likelihood of retirement and potential retirement schedule. In
7 addition, some employees may approach the Human Resources department directly to
8 discuss retirement. All available information is factored into the Company's labour
9 forecast.