

1 **Q. Section 2.3.1. p. 2-28, line 14, refers to “including increased levels of retirement...”**  
2 **Please explain how this statement compares with the employee retirement (FTE)**  
3 **numbers outlined in Schedules A and B of tab 2 “Labour Forecast 2012-2014 of**  
4 **Volume 2 GRA Exhibits and Supporting Materials.**

5  
6 A. The phrase “including increased levels of retirement” is consistent with the employee  
7 retirement forecasts outlined in Schedules A and B of the report “Labour Forecast 2012-  
8 2014” at Tab 2 of *Volume 2, Exhibits and Supporting Materials*.

9  
10 In this report, Schedule A note 5 indicates “In 2012, there are 30 employees who are  
11 expected to retire. ... Due to the timing of the estimated retirements, the 2012 reduction  
12 in FTEs is 17.7.”

13  
14 Schedule B note 4 indicates “In 2013, there are 19 employees expected to retire. ... The  
15 2013 reduction in FTEs of 10.2 reflects the timing of the forecast retirements.”

16  
17 As indicated in Section 2.2.3 Workforce Management, Newfoundland Power has not  
18 experienced this level of employee retirement activity since 2005 when an early  
19 retirement program was offered.<sup>1</sup>

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<sup>1</sup> See *Volume 1, Application and Company Evidence, Section 2.2.3 Workforce Management*, page 2-19, Table 2-10 and page 2-20, footnote 37.