

1 **Q. Has there been a period over the last 15 years when Newfoundland Power was not**
2 **responding to changing workforce demographics?**

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4 A. No, there has not been a period over the last 15 years when Newfoundland Power was not
5 responding to changing workforce demographics. However, the level of change in the
6 workforce has not been uniform over this period. In recent years the Company has
7 experienced a higher level of employee turnover, primarily due to retirements, which has
8 impacted the composition of its workforce. Please refer to response to Request for
9 Information CA-NP-490.