

Q. Further to CA-NP-427, would Newfoundland Power please re-state Table 1 to 7 to reflect retirement eligibility data based on normal retirement under the Newfoundland Power Retirement Incentive Plan (i.e. reaching age 65, or age 60 with combination of 95 years of age plus service).

A. Table 1 shows the number of regular employees who were or will be eligible for normal retirement from 2007 to 2014 forecast.¹

Table 1
Number of Employees Eligible for Normal Retirement
2007 to 2014 Forecast

2007	2008	2009	2010	2011	2012	2013F	2014F
7	5	10	16	19	22	25	43

Table 2 below lists by position the employees who retired from Newfoundland Power in 2007 including their age, years of service, normal retirement eligibility date and retirement date.

Table 2
2007 Retirements

Position	Age	Years of Service	Normal Retirement Eligibility Date	Retirement Date
Customer Account Representative	57	10	August 1, 2009	January 1, 2007
Superintendent Regional Operations	55	34	September 1, 2012	January 1, 2007
Regional Manager	52	31	December 1, 2014	May 14, 2007
General Foreperson	60	38	June 1, 2007	June 1, 2007
Engineering Technologist	60	30	August 1, 2007	August 1, 2007
Engineering Technologist	54	32	April 1, 2016	August 1, 2007
Linecrew Working Foreperson	59	34	June 1, 2008	August 1, 2007
Power Plant Maintenance Lead Hand	61	36	August 1, 2006	August 1, 2007
Linecrew Working Foreperson	62	33	February 1, 2006	October 1, 2007

¹ Retirement eligibility date is based upon normal retirement permitted under the Newfoundland Power Retirement Income Plan (the "Plan"), which provides for retirement with unreduced pension benefits at age 60 with an age and service combination of 95 years, or a minimum age of 65.

Table 3 below lists by position the employees who retired from Newfoundland Power in 2008 including their age, years of service, normal retirement eligibility date and retirement date.

Table 3
2008 Retirements

Position	Age	Years of Service	Normal Retirement Eligibility Date	Retirement Date
Superintendent Regional Operations	56	35	October 1, 2011	January 1, 2008
Linecrew Working Foreperson	60	35	October 1, 2007	February 1, 2008
Linecrew Working Foreperson	54	32	October 1, 2013	February 1, 2008
Lineperson	54	31	March 1, 2014	March 1, 2008
Engineering Technologist	53	33	August 1, 2015	March 1, 2008
Power Plant Maintenance Lead Hand	60	30	May 1, 2008	May 1, 2008
Linecrew Working Foreperson	60	34	August 1, 2008	August 1, 2008
Meterperson Lead Hand	52	33	August 1, 2016	September 1, 2008

Table 4 below lists by position the employees who retired from Newfoundland Power in 2009 including their age, years of service, normal retirement eligibility date and retirement date.

Table 4
2009 Retirements

Position	Age	Years of Service	Normal Retirement Eligibility Date	Retirement Date
Senior Engineer	56	33	September 1, 2013	May 1, 2009
Meter Reader	65	12	July 1, 2009	July 1, 2009
Work Methods Specialist	65	32	October 1, 2008	August 1, 2009

1 Table 5 below lists by position the employees who retired from Newfoundland Power in
 2 2010 including their age, years of service, normal retirement eligibility date and
 3 retirement date.
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Table 5
2010 Retirements

Position	Age	Years of Service	Normal Retirement Eligibility Date	Retirement Date
Power Plant Maintenance	57	38	May 1, 2005	March 1, 2010
Powerline Technician	53	32	November 1, 2016	May 1, 2010
Health & Employee Assistance Coordinator	60	31	May 1, 2012	June 1, 2010
Technical Assistant	61	38	January 1, 2012	August 1, 2010
Meter Technician – Lead Hand	59	36	June 1, 2011	August 1, 2010
Powerline Technician	66	22	February 1, 2010	September 1, 2010
Superintendent Systems Planning	59	35	September 1, 2011	October 1, 2010
Technical Representative	65	36	February 1, 2008	November 1, 2010

Table 6 below lists by position the employees who retired from Newfoundland Power in 2011 including their age, years of service, normal retirement eligibility date and retirement date.

Table 6
2011 Retirements

Position	Age	Years of Service	Normal Retirement Eligibility Date	Retirement Date
Electrical Maintenance Lead Hand	61	26	September 1, 2014	January 1, 2011
Customer Account Representative	61	43	August 1, 2010	February 1, 2011
Powerline Technician	56	36	August 1, 2015	February 1, 2011
Distribution Maintenance	54	36	February 1, 2017	February 1, 2011
Application Analyst	58	16	May 1, 2018	February 1, 2011
Electrical Maintenance Lead Hand	61	37	August 1, 2010	February 1, 2011
Property Utilityperson	61	36	April 1, 2010	March 1, 2011
Electrical Maintenance Lead Hand	65	22	April 1, 2011	April 1, 2011
Power System Operator Lead Hand	66	43	March 1, 2005	June 1, 2011
General Foreperson	62	38	October 1, 2009	July 1, 2011
Engineering Technologist	60	36	February 1, 2011	July 1, 2011
Engineering Technologist	57	38	July 1, 2014	July 1, 2011
Senior Drafting Technician	63	39	June 1, 2008	July 1, 2011
Powerline Technician Lead Hand	59	34	December 1, 2012	July 25, 2011
Technical Assistant	62	36	May 1, 2010	August 1, 2011
Health & Safety Advisor	58	39	November 1, 2013	August 1, 2011
Engineering Technologist	60	36	April 1, 2011	August 1, 2011
District Representative	60	38	August 1, 2011	August 1, 2011
Senior Engineer	60	33	May 1, 2012	September 1, 2011
Electrical Maintenance Lead Hand	56	30	November 1, 2015	September 1, 2011
Powerline Technician Lead Hand	56	35	March 1, 2016	October 1, 2011
Powerline Technician Lead Hand	58	37	October 1, 2013	November 1, 2011
Powerline Technician Lead Hand	61	34	April 1, 2011	December 5, 2011

Table 7 below lists by position the employees who retired from Newfoundland Power in 2012 including their age, years of service, normal retirement eligibility date and retirement date.

Table 7
2012 Year to Date² Retirements

Position	Age	Years of Service	Normal Retirement Eligibility Date	Retirement Date
Area Customer Representative	60	36	December 1, 2011	January 1, 2012
Customer Account Representative	58	37	November 1, 2013	January 1, 2012
Powerline Technician	55	31	December 1, 2017	January 3, 2012
Powerline Technician	57	32	January 1, 2015	January 3, 2012
Rates & Costs Specialist	60	36	November 1, 2011	February 1, 2012
District Representative	59	38	August 1, 2013	February 27, 2012
Patroller	60	37	March 1, 2012	April 1, 2012
Customer Service Coordinator	59	36	August 1, 2013	May 1, 2012
Powerline Technician Lead Hand	57	33	April 1, 2015	May 7, 2012
Communications Technician	62	35	September 1, 2011	June 1, 2012
Storekeeper Lead Hand	60	37	April 1, 2012	June 1, 2012
Communications Technician	60	36	November 1, 2012	June 1, 2012
Meter Reader	65	20	June 1, 2012	June 1, 2012
Planner Transmission & Distribution	64	36	October 1, 2009	June 1, 2012
Meter Reader	65	45	June 1, 2007	June 1, 2012
Powerline Technician Lead Hand	61	40	November 1, 2011	July 1, 2012
Area Customer Representative	59	37	April 1, 2013	July 1, 2012
Surveyor	60	33	July 1, 2013	July 1, 2012
Collector	57	33	May 1, 2015	July 1, 2012
Executive Secretary	65	30	September 1, 2012	August 1, 2012
Collector	59	40	October 1, 2013	September 1, 2012
Powerline Technician Lead Hand	59	37	October 1, 2013	October 1, 2012
Executive Secretary	61	24	January 1, 2017	October 1, 2012
Powerline Technician Lead Hand	58	34	August 1, 2014	November 1, 2012

² As of November 1, 2012.