

Q. Reference: CA-NP-39, Table 1: please explain why Management positions are forecast to be decreasing from 255 in 2007 to 253 in 2008. Please also explain why Management FTEs were 247 in 2006 but have increased to 255 in 2007 and to 253 in 2008.

A. The Management positions referenced above are Regular employees (not FTEs¹) and are forecast to decrease from 255 to 253 in 2008 as the net effect of anticipated retirements, employee departures and forecast hiring.

Regular management employees are forecast to increase from 247 to 255 in 2007 due to the hiring of six new management employees and the addition of two management positions resulting from union employees transferring into management positions.

Table 1 is the list of the new management positions in 2007.

Table 1
List of New Management Positions in 2007

Position	Number	Status
Engineers	3	New hire
Technologist	1	New hire
Rates Analyst	1	New hire
Occupational Health and Safety Nurse	1	New hire
General Foreperson	1	Transfer
Supervisor, Production Services	1	Transfer

¹ An FTE is a mathematical representation of the Company's workforce. The FTE calculation involves the summation of all actual paid work including all forms of paid leave by Company employees over a period of time, divided by the number of regular hours routinely worked by a single employee over that same period of time. Changes in FTEs are mathematically related to the number of hours worked by all employees on capital and operating projects and are not necessarily proportional to, or representative of, the actual number of employee positions.