

1 **Section 2: Customer Operations/Operating Costs**

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3 **Q. Reference: “2025/2026 General Rate Application,” Newfoundland Power Inc.,**  
4 **December 12, 2023, vol. 1, Exhibits, exh. 2/16.**  
5 **Please explain what is included in Severance and Other Employee Costs by year for**  
6 **2022 to 2026 Forecast including 2023 Actuals and 2022 and 2023 Test Years.**

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8 A. Severance and other employee costs include costs borne by the Company associated with  
9 the departure of employees, either through termination or retirement. Severance payments  
10 may occur when employment is terminated for various reasons.<sup>1</sup>

11  
12 Table 1 provides severance and employee costs for 2022 to 2026 forecast.

**Table 1:**  
**Severance and Other Employee Costs**  
**2022TY to 2026F**  
**(\$000s)**

<b>2022TY</b>	<b>2023TY</b>	<b>2022A</b>	<b>2023A</b>	<b>2024F</b>	<b>2025F</b>	<b>2026F</b>
131	133	156	214	160	163	166

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<sup>1</sup> For example, this includes when a position is eliminated or relocated due to changing work requirements, or if an employee who has been on long-term disability is unable to resume their regular position and an alternate position cannot be provided.