

1 **Q. Please advise, for the period 1998 to forecast, of the number of Executive/Managers**  
2 **who left Newfoundland Power for jobs at Fortis Inc. or any of the Fortis Group of**  
3 **Companies and provide details as to the positions left vacant, the amount of**  
4 **severance, if any, provided, and particulars as to the departing employees' pension**  
5 **plan.**

6  
7 A. Since 1998, three (3) employees at the Executive/Manager level left Newfoundland  
8 Power for jobs at Fortis Inc. or other Fortis Group companies. The employee at the  
9 Executive level had been the Company's Vice President, Finance and Chief Financial  
10 Officer. The Managers had filled the positions of Manager, Eastern Region, and  
11 Treasurer.

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13 None of these employees received any severance compensation from Newfoundland  
14 Power.

15  
16 The position of Vice President, Finance and Chief Financial Officer was subsequently  
17 filled. The position of Manager, Eastern Region was affected by the 2001 organizational  
18 restructuring which reduced the Company's four operating regions to two. Consequently,  
19 it was not necessary to replace the individual. The position of Treasurer was not filled.

20  
21 None of these employees are currently in receipt of pension benefits from Newfoundland  
22 Power pension plans.

23  
24 In addition to the above individuals, the Company's former Vice President, Engineering  
25 and Energy Supply, John Evans, took a position with Fortis Inc. after retiring from  
26 Newfoundland Power. Mr. Evans' former position was not filled.