

**Q. Please advise, for the years 1996 to current, the actual number of employees who retired from the Company, year over year, and the job classification and age of that employee, and the average retirement age per year.**

**A.** Table 1 below lists by position and age the employees who retired from Newfoundland Power in 1996.

<b>Table 1 1996 Retirements</b>		
	<b>Position</b>	<b>Age</b>
1	District Representative	61
2	Messenger	65
3	Senior Draftperson	56
4	Supervisor, Electrical Maintenance	58
5	Unattended Power Plant Operator	58
6	Vice President, Finance & Treasury	57
<b>Average Age of 1996 Retirees:</b>		<b>59.2</b>

Table 2 below lists by position and age the employees who retired in 1997 including the employees who took advantage of the 1997 Early Retirement Program.

<b>Table 2 1997 Retirements</b>		
	<b>Position</b>	<b>Age</b>
1	President & Chief Executive Officer	62
2	Vice President, Technical Services	55
3	Senior Secretary	56
4	Manager, Customer Accounting	51
5	Manager, Distribution System & Services	53
6	Manager, Regional	52
<b>1997 Early Retirement Program</b>		
7	Account Payable Officer	54
8	Area Stenographer	52
9	Audit Technician	51
10	Buyer	53
11	Cafeteria Attendant	53
12	Carpenter	56
13	Claims Officer	57
14	Computer Operator	50
15	Control Room Operator	50

**Table 2**  
**1997 Retirements (continued)**

	<b>Position</b>	<b>Age</b>
16	Control Room Operator	51
17	Control Room Operator Lead Hand	50
18	Cost Clerk	51
19	Cost Clerk	60
20	Customer Account Representative	58
21	Customer Service Coordinator	50
22	Customer Service Coordinator	52
23	Customer Service Coordinator	55
24	Customer Service Specialist	57
25	Director, Strategic Financial Planning	50
26	Director, Risk Management	50
27	Distribution Specialist	54
28	District Representative Assistant	60
29	District Representative	50
30	District Representative	54
31	Driver Groundsperson	57
32	Driver Groundsperson	58
33	Edit Clerk	54
34	Electrical Maintenance Lead Hand	50
35	Electrical Maintenance Lead Hand	60
36	Energy Consultant Residential	53
37	Engineering Technician/Project Supervisor	59
38	Engineering Technician	50
39	Engineering Technician	58
40	Gardener	56
41	Gardener Lead Hand	60
42	General Foreperson	53
43	General Foreperson	51
44	General Foreperson	52
45	General Foreperson	55
46	General Foreperson	52
47	Hydro Plant Supervisor	62
48	Instrument Technician	52
49	Linecrew Working Foreperson	55
50	Linecrew Working Foreperson	50
51	Linecrew Working Foreperson	51
52	Linecrew Working Foreperson	51
53	Linecrew Working Foreperson	50

**Table 2**  
**1997 Retirements (continued)**

	<b>Position</b>	<b>Age</b>
54	Linecrew Working Foreperson	52
55	Linecrew Working Foreperson	52
56	Lineperson	62
57	Mailroom & Records Officer	50
58	Maintenance Coordinator	51
59	Manager, Telecommunications	53
60	Mechanical Maintenance Helper	50
61	Mechanical Maintenance Lead Hand	51
62	Meter Reader	55
63	Meter Reader	52
64	Meter Reader	51
65	Meterperson	50
66	Meterperson Lead Hand	54
67	Meterperson Lead Hand	55
68	Personnel Clerk	51
69	Power Plant Maintenance	60
70	Projects Leader	53
71	Property Appraiser	50
72	Service Supervisor	52
73	Service Supervisor	54
74	Spare Parts Coordinator	52
75	Storekeeper Lead Hand	55
76	Superintendent, Hydro Generation	61
77	Superintendent Systems Development	58
78	Supervisor, Data Processing & Control	50
79	Supervisor, Maintenance	57
80	Supervisor, Mechanical Maintenance	52
81	Supervisor, Projects	52
82	Supervisor, Property Maintenance	56
83	Supervisor, Systems & Programming	51
84	Unattended Power Plant Operator	58
85	Departmental Assistant	50
86	Distribution Maintenance	58
87	District Representative	50
88	Driver Groundsperson	59
89	Edit Clerk	53
90	Engineering Technician	51

**Table 2**  
**1997 Retirements (continued)**

	<b>Position</b>	<b>Age</b>
91	General Foreperson	50
92	General Foreperson	52
93	Labourer	51
94	Linecrew Working Foreperson	51
95	Linecrew Working Foreperson	52
96	Linecrew Working Foreperson	52
97	Lineperson	49
98	Manager, Customer Service	54
99	Meter Reader	52
100	Meter Records Clerk	50
101	Meterperson Lead Hand	50
102	Protective Equipment Tester	53
103	Storekeeper Lead Hand	54
104	Storekeeper Lead Hand	50
105	Superintendent Regional Engineering	52
106	Unattended Power Plant Operator	51
107	User Support Coordinator	53
<b>Average Age of 1997 Retirees:</b>		<b>53.4</b>

Table 3 below lists by position and age the employees who retired in 1999 including the employees who took advantage of the 1999 Early Retirement Program.

**Table 3**  
**1999 Retirements**

<b>1999 Early Retirement Program</b>		
	<b>Position</b>	<b>Age</b>
1	Area Customer Representative	53
2	Collector	52
3	Collector	54
4	Communications Technician	52
5	Cost Clerk	57
6	Customer Account Representative	50
7	Customer Accounting Analyst	51
8	Customer Service Specialist	51

**Table 3**  
**1999 Retirements (continued)**

	<b>Position</b>	<b>Age</b>
9	Customer Service Specialist	51
10	Director, Credit	50
11	Distribution Maintenance	52
12	Edit Clerk	51
13	Energy Utilization Specialist	52
14	Engineering Technician	51
15	Engineering Technician	53
16	Engineering Technician	56
17	General Foreperson	51
18	Groundsperson	51
19	Linecrew Working Foreperson	52
20	Linecrew Working Foreperson	55
21	Linecrew Working Foreperson	53
22	Linecrew Working Foreperson	52
23	Linecrew Working Foreperson	56
24	Linecrew Working Foreperson	55
25	Lineperson	51
26	LTD (Customer Account Representative)	50
27	LTD (Linecrew Working Foreperson)	50
28	Maintenanceperson Helper	57
29	Messenger	53
30	Meter Reader	60
31	Meter Reader	55
32	Meter Reader	55
33	Meter Reader	59
34	Meter Reader	55
35	Meterperson Lead Hand	53
36	Meterperson Lead Hand	52
37	Power Plant Maintenance	51
38	Property Utilityperson	61
39	Regional Assistant	51
40	Senior Control Room Operator	52
41	Storekeeper Lead Hand	60
42	Superintendent, Substations	52
43	Superintendent, Area Operations	55
44	Superintendent, Equipment	56
45	Supervisor, Distribution	55
46	Works Method Specialist	52
<b>Average Age of 1999 Retirees:</b>		<b>53.4</b>

Table 4 below lists by position and age the employees who retired in 2002 including the employees who took advantage of the 2000 Early Retirement Program.

<b>Table 4 2000 Retirements</b>		
<b>2000 Early Retirement Program</b>		
	<b>Position</b>	<b>Age</b>
1	Driver Groundsperson	56
2	Electrical Maintenance	54
3	Meter Reader	52
4	LTD (Meter Reader)	51
5	Senior Control Room Operator	52
6	Electrical Maintenance Leadhand	54
7	WCC (Linecrew Working Foreperson)	53
8	WCC (Linecrew Working Foreperson)	50
9	Linecrew Working Foreperson	51
10	Linecrew Working Foreperson	51
11	Linecrew Working Foreperson	53
12	Linecrew Working Foreperson	52
13	Linecrew Working Foreperson	53
14	Linecrew Working Foreperson	54
15	Linecrew Working Foreperson	55
16	Power Plant Maintenance	54
17	District Representative	53
18	Manager, Operations	52
19	Manager, Western	53
20	Power Plant & Electrical Maint. Coordinator	54
21	LTD (Engineering Coordinator)	51
<b>Average Age of 2000 Retirees:</b>		<b>52.8</b>

Table 5 below lists by position and age the employees who retired in 2001 including the employees who took advantage of the 2001 Early Retirement Programs.

<b>Table 5 2001 Retirements</b>		
	<b>Position</b>	<b>Age</b>
1	Vice President, Engineering & Energy Supply	57
2	Lineperson	65
<b>2001 Early Retirement Program</b>		
3	Linecrew Working Foreperson	53
4	Linecrew Working Foreperson	51
5	Linecrew Working Foreperson	50
6	Linecrew Working Foreperson	50
7	Linecrew Working Foreperson	59
8	Linecrew Working Foreperson	52
9	LTD (Linecrew Working Foreperson)	50
10	Manager, Special Projects	52
11	Engineering Technician	50
12	Buyer	50
13	Distribution Maintenance	50
14	Labourer Blaster	59
15	Linecrew Working Foreperson	50
16	Lineperson	50
17	Mechanical Maintenance Leadhand	58
18	Mechanical Maintenance Leadhand	57
19	Senior Control Room Operator	54
20	District Representative	56
21	Electrical & Shop Foreperson	58
22	Engineering Coordinator	55
23	Engineering Technician	57
24	General Foreperson	52
25	Power Plant Operator Coordinator	55
26	Stenographer	50
<b>Average Age of 2001 Retirees:</b>		<b>53.8</b>

Table 6 below lists by position and age the employees who retired in 2002.

<b>Table 6 2002 Retirements</b>		
	<b>Position</b>	<b>Age</b>
1	LTD (Groundsperson)	65
<b>Average Age of 2002 Retiree:</b>		<b>65.0</b>