

1 Q. Does Hydro intend to introduce changes to its retirement allowance policy? As part  
2 of this reply, please detail the steps what would be necessary for Hydro to end the  
3 payment of retirement allowances.

4

5

6 A. Hydro does not intend to introduce changes to its retirement allowance policy.  
7 Hydro's retirement allowances are part of a competitive, total compensation  
8 package that contributes to Hydro's ability to attract and retain employees. In  
9 addition, payment of a retirement allowance is a term of the Company's Collective  
10 Agreements. A change to this benefit would require a review of the impact to  
11 Hydro's total compensation offering. This includes legal considerations regarding  
12 terms of employment and future benefits as well as a negotiated agreement for the  
13 reasons cited above.