

1 **Q. With reference to IBEW-NP-010(d), please provide turnover rates for 2017 and**  
2 **2018 for other comparable companies in Newfoundland and Labrador. If these are**  
3 **not available, please comment generally on the effect of a declining economy and**  
4 **increasing unemployment rates on turnover rates. Is it likely that turnover will**  
5 **typically be lower in areas where unemployment is rising and job security is**  
6 **decreasing?**  
7

8 A. Newfoundland Power does not have data on turnover rates for other comparable  
9 companies in Newfoundland and Labrador. While the provincial economy has declined  
10 in recent years, Newfoundland Power's average turnover rate has not materially changed.  
11 Over the 5-year period from 2008 to 2012, the Company's average turnover rate was  
12 1.9%. Over the most recent 5-year period, Newfoundland Power's average turnover rate  
13 remains at 1.9%.