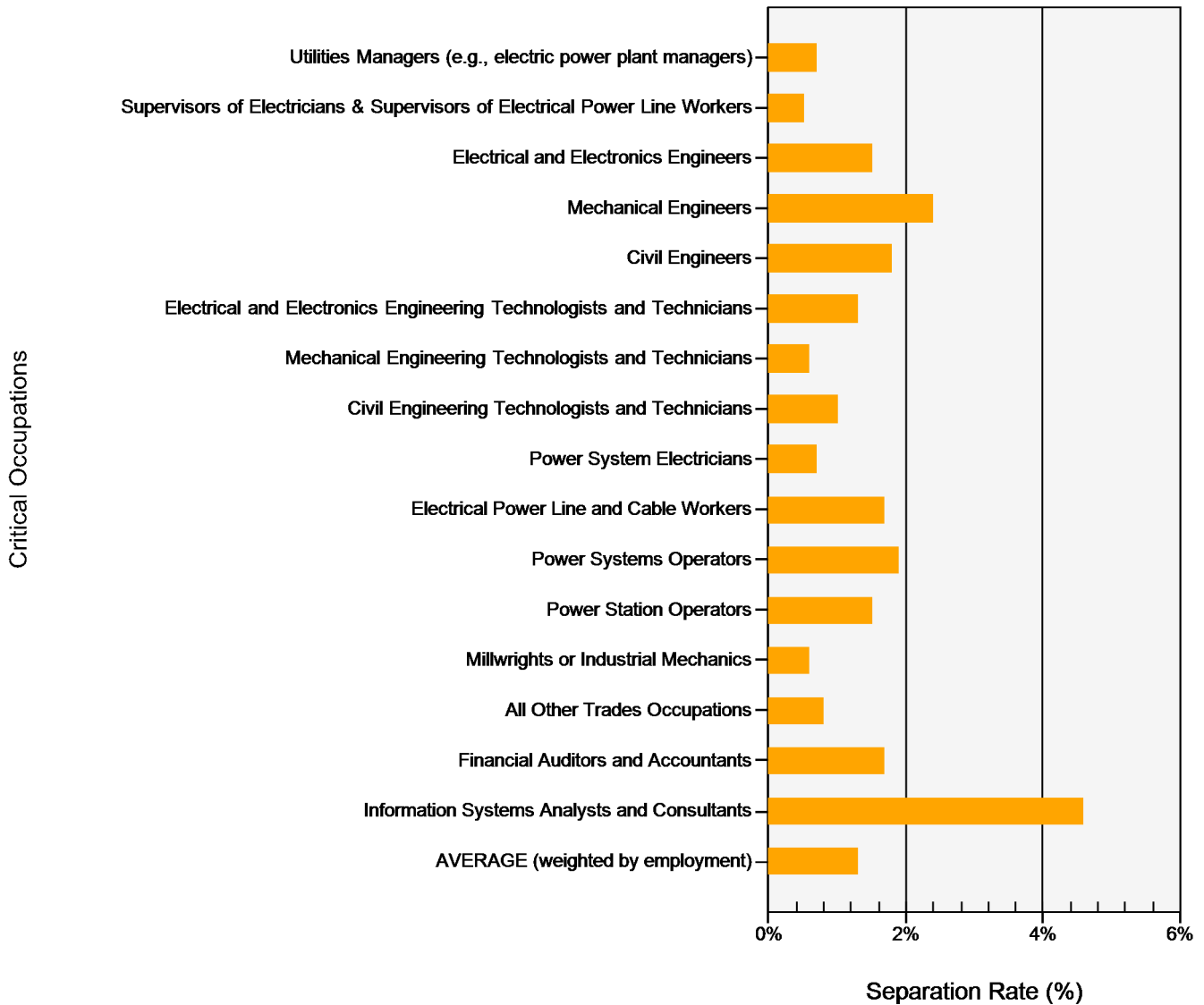




Separation Rates

By Individual Occupational Groups



Average Separation rates for the year previous to the survey. Calculated for each occupational group as the number of voluntary terminations of employment (employee-initiated, excluding retirement, maternity or disability) divided by the average number of employees in the occupational group over the course of the year.

Results for the following are not displayed in the chart due to the small sample of companies responding: Transmission, Retail, Renewables.