

**Enersource Hydro Mississauga Inc.
Response to Interrogatories by Issue**

Interrogatory #43

School Energy Coalition (SEC)

4. Operating Costs

Issue 4.1 Is the proposed 2013 and 2014 OM&A forecast appropriate?

Reference: Ex. 4/3/1, p. 1

Please provide the Applicant's most recent integrated workforce plan.

Response:

Enersource's integrated workforce plan is comprised of the Human Resource Strategy aligned with the Strategic Plan, in order to ensure that the number of human resources have been calibrated to fulfil Enersource's business objectives. This analysis ties in with the Succession Plan so that Enersource has confidence in having the right people in the right place at the right time given the necessity, particularly with respect to trades and technical resources, and the need to grow talent through apprenticeships.

See also Enersource's Strategic Plan in the response to SEC Issue 4.1 IR #34.

