

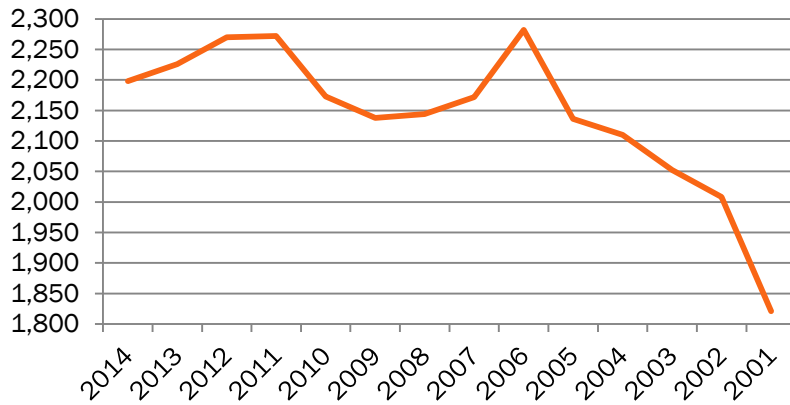
RETIREMENT, RETENTION AND TURNOVER

ALASKA POWER ASSOCIATION

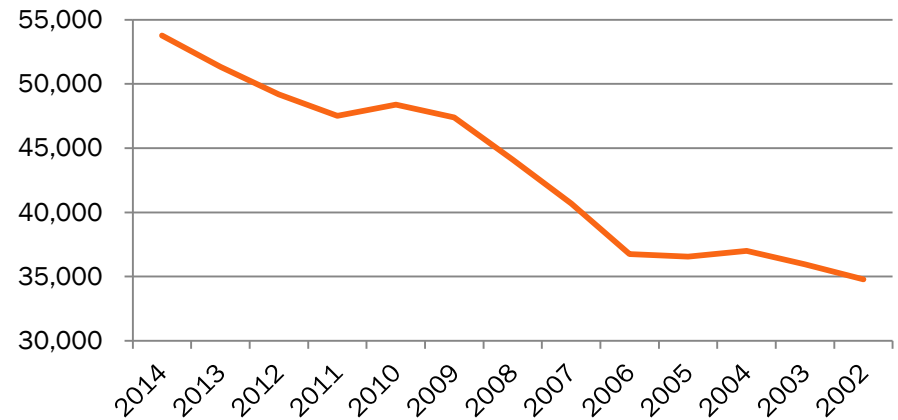
SOME RELEVANT STATS

In past 10 years, wages for accountants in Alaska have gone up 47% (average of \$53,777 in 2014), but total number of employees increased by only 3% (count of 2,198 in 2014).

Accountants in Alaska

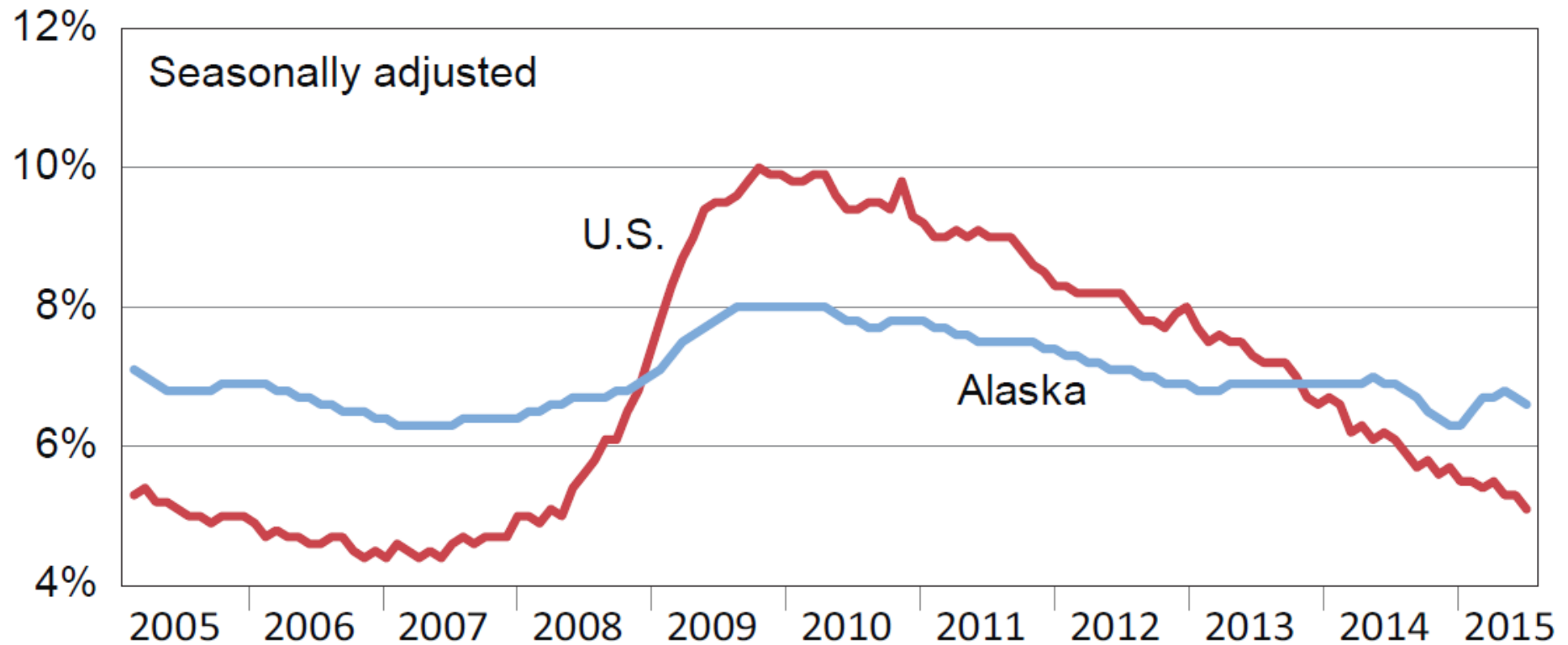


Average Wage Rate for Accountants



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Unemployment Rates, Alaska and U.S. January 2005 to August 2015



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

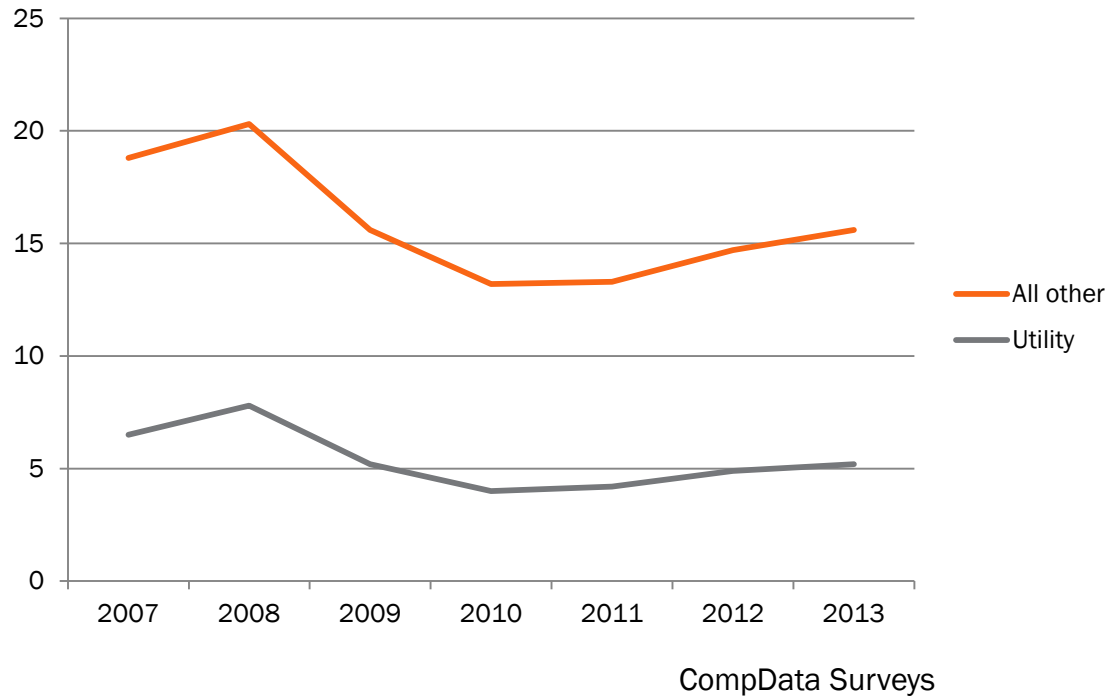
TURNOVER

2014 Voluntary Turnover	
All Industries	11.0%
Banking & Finance	13.3%
Healthcare	13.0%
Hospitality	20.2%
Insurance	8.1%
Manufacturing & Distribution	8.6%
Not-For-Profit	11.2%
Services	8.6%
Utilities	6.9%

2014 Total Turnover	
All Industries	15.7%
Banking & Finance	17.4%
Healthcare	17.5%
Hospitality	27.6%
Insurance	11.7%
Manufacturing & Distribution	13.7%
Not-For-Profit	15.6%
Services	12.5%
Utilities	8.6%

UTILITY TURNOVER RATES

Voluntary turnover rates



ROUNDTABLE

How has retirements /retention/turnover affected your utility?

What have you done to encourage employee retention?

What strategies have you used to fill the job duties of those lost positions (relating to rehire, training, restructure, etc.)?

