

- 1 Q. Further to the response to PUB-NLH-060, provide copies of all 2017 performance
2 contracts with Hydro employees that set out the terms and conditions for 2017
3 short term incentive payments.
4
5
- 6 A. Table 1 provides the list of Hydro positions with performance contracts for 2017.
7 PUB-NLH-125, Attachment 1 provides Part A of the performance contract that
8 includes the corporate measures for all employees. PUB-NLH-125, Attachment 2
9 provides Part B of the performance contracts which includes the individual terms
10 and conditions for the divisional/department performance measures for 2017.

Table 1 Hydro Positions with Performance Contracts (2017)

Position

President, NL Hydro
Vice President Corporate Services & Regulatory Affairs
Vice President, Engineering Services
Vice President, Financial Services
Vice President, Production
Vice President, Transmission and Distribution and NLSO
Corporate Secretary & General Counsel
General Manager, Hydraulic Production
General Manager, Gas Turbines & Diesels
General Manager, NLSO
General Manager, Thermal Production
General Manager, TRO Northern & Labrador
General Manager, TRO Western & Eastern
Divisional Controller
Legal Counsel & Assistant Corporate Secretary
Manager, Asset Management & Reliability
Manager, Civil/Transmission & Distribution Engineering

Position

Manager, Commercial
Manager, Customer Service
Manager, Human Resources/Labour Relations
Manager, Hydraulic Generation
Manager, Information & Operations Technology
Manager, Interconnection & Integration
Manager, Mechanical Engineering
Manager, Project Execution
Manager, Protection & Controls & Communications Engineering
Manager, Regulatory Affairs
Manager, Regulatory Engineering
Manager, Resource & Production Planning
Manager, Risk, Controls & Planning
Manager, Rural Planning
Manager, System Operations & Integration Support
Manager, Thermal Generation
Manager Transmission Planning
Manager, TRO Central
Manager, TRO Labrador
Manager, TRO Northern
Senior Counsel, Regulatory

2017 PERFORMANCE CONTRACT - Newfoundland and Labrador Hydro PART A

Line of Business/Division:

VP/President Signature:

Department/Region:

Position:

Incumbent Signature:

Target:

Incumbent:

Salary:

Date:

Corporate KPI's:				
Performance Indicator	Weight	Threshold	Target	Opportunity
Safety	5%	Lead/Lag ratio 600:1	Lead/Lag ratio 750:1	Lead/Lag ratio 900:1
	5%	All injury frequency(AIF) ≤ 0.75	Lead/Lag ratio 750:1, All injury frequency(AIF) ≤ 0.60	All injury frequency(AIF) ≤ 0.40
	15.00%	Lost time injury frequency(LTIF) ≤ 0.25 sustained	Lost time injury frequency(LTIF) ≤ 0.15 sustained	Lost time injury frequency(LTIF) = 0
Reliability:	15.00%	Customer - SAIDI ≤ 2.68	Customer - SAIDI ≤ 2.43	Customer - SAIDI ≤ 2.21
	10.00%	Customer - SAIFI ≤ 1.65	Customer - SAIFI ≤ 1.5	Customer - SAIFI ≤ 1.36
Financial Performance	10.00%	O&M - No threshold	O&M ≤ \$138.6M*	O&M ≤ \$134.6M
	10.00%	Net income ≥ \$20.8 million	Net income ≥ \$23.1 million*	Net income ≥ \$27.1 million
Integration	15.00%	Develop multi-year workplan, including all critical integration activities that may impact Hydro and complete 80% of planned activities for 2017	Develop multi-year workplan, including all critical integration activities that may impact Hydro and complete 90% of planned activities for 2017	Develop multi-year workplan, including all critical integration activities that may impact Hydro and complete 100% of planned activities for 2017
Regulatory	15.00%	2017 GRA Application filed by June 30 or agreed upon date by the PUB	2017 GRA Application filed by June 30 or agreed upon date by the PUB and initiate settlement discussions with parties	2017 GRA Application filed by June 30 or agreed upon date by the PUB; initiate settlement discussions with parties and Inter-Affiliate Code of Conduct drafted by end of Q2

Total Part A: 100.00%

*Adjustments to O&M and Net Income performance targets will be considered under exceptional circumstances but must be approved by Hydro Executive team

2017 PERFORMANCE CONTRACT - Newfoundland and Labrador Hydro

Line of Business/Division: NL Hydro

VP/President Signature:

Department/Region:

Position: President, NL Hydro

Incumbent Signature:

Target:

Incumbent:

Salary:

Date:

Corporate KPI's:				
Performance Indicator	Weight	Threshold	Target	Opportunity
Safety	5%	Lead/Lag ratio 600:1	Lead/Lag ratio 750:1	Lead/Lag ratio 900:1
	5%	All injury frequency(AIF) ≤ 0.75	Lead/Lag ratio 750:1, All injury frequency(AIF) ≤ 0.60	All injury frequency(AIF) ≤ 0.40
	15.00%	Lost time injury frequency(LTIF) ≤ 0.25 sustained	Lost time injury frequency(LTIF) ≤ 0.15 sustained	Lost time injury frequency(LTIF) = 0
Reliability:	15.00%	Customer - SAIDI ≤ 2.68	Customer - SAIDI ≤ 2.43	Customer - SAIDI ≤ 2.21
	10.00%	Customer - SAIFI ≤ 1.65	Customer - SAIFI ≤ 1.5	Customer - SAIFI ≤ 1.36
Financial Performance	10.00%	O&M - No threshold	O&M ≤ \$138.6M*	O&M ≤ \$134.6M
	10.00%	Net income ≥ \$20.8 million	Net income ≥ \$23.1 million*	Net income ≥ \$27.1 million
Integration	15.00%	Develop multi-year workplan, including all critical integration activities that may impact Hydro and complete 80% of planned activities for 2017	Develop multi-year workplan, including all critical integration activities that may impact Hydro and complete 90% of planned activities for 2017	Develop multi-year workplan, including all critical integration activities that may impact Hydro and complete 100% of planned activities for 2017
Regulatory	15.00%	2017 GRA Application filed by June 30 or agreed upon date by the PUB	2017 GRA Application filed by June 30 or agreed upon date by the PUB and initiate settlement discussions with parties	2017 GRA Application filed by June 30 or agreed upon date by the PUB; initiate settlement discussions with parties and Inter-Affiliate Code of Conduct drafted by end of Q2

Total Part A: 100.00%

*Adjustments to O&M and Net Income performance targets will be considered under exceptional circumstances but must be approved by Hydro Executive team

2017 PERFORMANCE CONTRACT - Vice-Presidents

Line of Business/Division: Corporate Services Regulatory Affairs

President/CEO Signature:

Position: Vice President, Corporate Services & Regulatory Affa

Incumbent Signature:

Incumbent:

Date:

PART B - Divisional/Departmental Targets - 30%

<u>Performance Indicator</u>	<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety			
Functional Area Safety Performance	4%	Total observations are >= 100% of the Hydro per capita for 2016	0 injuries + total observations are >= 100% of the Hydro per capita for 2016
FELT Leadership	4%	N/A	360 FELT Leadership score >= 8.0
			360 FELT Leadership score >= 11.0
Priority Objectives			
Financial Performance	5%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Division O&M Budget* >= 2.9% below 2017 Division O&M
Priority Workplan Objective #1	5%	Refresh CS Strategy & complete 80% of 2017 deliverables. Finalize plan for NP and key accounts & complete 80% of 2017 activities. Sustain commercial account satisfaction at ≥ 80%	Refresh CS Strategy & complete 90% of 2017 deliverables. Finalize plan for NP and key accounts & complete 90% of 2017 activities. Sustain commercial account satisfaction at ≥ 80%
Priority Workplan Objective #2	5%	Achieve residential and commercial customers energy savings & internal savings – 1284 MWh	Achieve residential and commercial customers energy savings & internal savings – 1435 MWh
Priority Workplan Objective #3	4%	Develop a 3 year human resource strategy & complete 80% of 2017 priority items	Develop a 3 year human resource strategy & complete 90% of 2017 priority items
All Other Workplan Objectives	3%	80% or more of the 2017 priority workplan items for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 30%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Vice-Presidents

Line of Business/Division: Engineering Services

President/CEO Signature:

Position: VP Engineering Services

Incumbent Signature:

Incumbent:

Date:

PART B - Divisional/Departmental Targets - 30%

<u>Performance Indicator</u>	<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety			
Safety Performance	4%	total observations are >= 100% of the Hydro per capita in 2016	0 injuries + total observations are >= 100% of the Hydro per capita in 2016
FELT Leadership	4%	N/A	360 FELT Leadership score >= 8.0 plus 3 Safety Tours
			360 FELT Leadership score >= 11.0 plus 6 Safety Tours
Priority Objectives			
Financial Performance	6%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Division O&M Budget*
			>= 2.9% below 2017 Division O&M
Priority Workplan Objective #1	5%	TL 267 - Energized on Nov 30, 2017	TL 267 - Energized on Oct 31, 2017
Priority Workplan Objective #2	4%	≥ 85% or more of the Engineering Services 2017 Integrated Annual Work Plan complete + 100% of Winter Readiness Activities	≥ 90% or more of the Engineering Services 2017 Integrated Annual Work Plan complete + 100% of Winter Readiness Activities
			≥ 95% or more of the Engineering Services 2017 Integrated Annual Work Plan complete + 100% of Winter Readiness Activities
Priority Workplan Objective #3	4%	Delivery of 85% of projects planned to completed	Delivery of 90% of projects planned to completed
			Delivery of 95% of projects planned to completed
All Other Workplan Objectives	3%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed
			100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 30%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Vice-Presidents

Line of Business/Division: Finance President/CEO Signature:
 Position: VP Financial Services Incumbent Signature:
 Incumbent: Date:

PART B - Divisional/Departmental Targets - 30%

<u>Performance Indicator</u>	<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety			
Functional Area Safety Performance	4%	Total observations are >= 100% of the Hydro per capita for 2016	0 injuries + total observations are >= 100% of the Hydro per capita for 2016
FELT Leadership	4%	N/A	360 FELT Leadership score >= 8.0
Priority Objectives			
Financial Performance	6%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Division O&M Budget* >= 2.9% below 2017 Division O&M
Corporate Cost Challenge	5%	Lead corporate cost challenge activities through provision of on-time reporting and analysis of operating costs for all sections	Threshold + Lead regular cost challenge discussions and track and report on cost savings results
Financial Planning & Integration	4%	Establish 3-5 year modelling capability within Hydro finance group, including assuming model ownership and adjusting corporate structure to facilitate	Target + Promote cost focus through regular examination of cost patterns and trends and assess opportunities to manage overall costs

2017 PERFORMANCE CONTRACT - Vice-Presidents

Line of Business/Division: Finance

President/CEO Signature:

Position: VP Financial Services

Incumbent Signature:

Regulatory & Integration	4%	Assess all integration and rate mitigation activities and issues for financial implications, meeting expectations as deemed by the President	Threshold + exceeds expectations as deemed by President, on rate mitigation and integration risk management	Target + exceptional work as deemed by President, on rate mitigation and integration risk management
All Other Workplan Objectives	3%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 30%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

** Divisional O&M excludes corporate cost recovery effects (71xx series accounts)

2017 PERFORMANCE CONTRACT - Vice Presidents

Line of Business/Division: Production

President/CEO Signature:

Position: VP, Production

Incumbent Signature:

Priority Workplan Objective #3	3%	Participate in Board's additional review of supply adequacy and implement 2017 outcomes	Participate in Board's additional review of supply adequacy and implement 2017 outcomes, and advance service level agreement for gas turbine	Participate in Board's additional review of supply adequacy & implement 2017 outcomes, & advance service level agreement for gas turbine, & advance analysis of longer-term supply options for HV-GB.
All Other Workplan Objectives	3%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 30%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Vice-Presidents

Line of Business/Division: Transmission and Distribution and NLSO

President/CEO Signature:

Position: VP, Transmission and Distribution and NLSO

Incumbent Signature:

Incumbent:

Date:

PART B - Divisional/Departmental Targets - 30%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	4%	total observations are >= 100% of the Hydro per capita in 2016	0 injuries + total observations are >= 100% of the Hydro per capita in 2016	0 injuries + total observations are >= 120% of the Hydro per capita in 2016
FELT Leadership	4%	N/A	360 FELT Leadership score >= 8.0 plus 3 Safety Tours	360 FELT Leadership score >= 11.0 plus 6 Safety Tours
Priority Objectives				
Financial Performance	6%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Division O&M Budget*	>= 2.9% below 2017 Division O&M
Priority Workplan Objective #1	5%	≥ 85% or more of the TO/NLSO 2017 Integrated Annual Work Plan complete + 100% of Winter Readiness Activities	≥ 90% or more of the TO/NLSO 2017 Integrated Annual Work Plan complete + 100% of Winter Readiness Activities	≥ 95% or more of the TO/NLSO 2017 Integrated Annual Work Plan complete + 100% of Winter Readiness Activities
Priority Workplan Objective #2	2%	+10% of Reliability Targets	Bulk TX SAIDI Reliability Targets and	-10% of Reliability Targets
	2%	+10% of Reliability Targets	Bulk TX SAIFI Reliability Targets I	-10% of Reliability Targets

2017 PERFORMANCE CONTRACT - Vice-Presidents

Line of Business/Division: Transmission and Distribution and NLSO

President/CEO Signature:

Position: VP, Transmission and Distribution and NLSO

Incumbent Signature:

Priority Workplan Objective #3	4%	Support Integration and complete all activities under the Gap Analysis report for NLSO preparedness for Interchange Management and Transmission Service by Dec 31	Support Integration and complete all activities under the Gap Analysis report for NLSO preparedness for Interchange Management and Transmission Service by Nov 30	Support Integration and complete all activities under the Gap Analysis report for NLSO preparedness for Interchange Management and Transmission Service by Oct 31
All Other Workplan Objectives	3%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 30%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Vice-Presidents

Line of Business/Division: Executive Leadership President/CEO Signature:
 Position: General Counsel & Corporate Secretary Incumbent Signature:
 Incumbent: Date:

PART B - Divisional/Departmental Targets - 30%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Functional Area Safety Performance	4%	Total observations are >= 100% of the Hydro per capita for 2016	0 injuries + total observations are >= 100% of the Hydro per capita for 2016	0 injuries + total observations are >= 120% of the Hydro per capita for 2016
FELT Leadership	4%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	5%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Division O&M Budget*	>= 2.9% below 2017 Division O&M
Priority Workplan Objective #1	5%	Completion of legal work associated with integration activities deemed to meet the expectations of the President	Completion of legal work associated with integration activities deemed to exceed the expectations of the President	Completion of legal work associated with integration activities deemed to be exception by the President
Priority Workplan Objective #2	5%	Complete 80% or more of the 2017 Hydro Board Engagement Plan and meet scheduled timelines for completion of Board meeting agendas and minutes	Complete 90% or more of the 2017 Hydro Board Engagement Plan and meet scheduled timelines for completion of Board meeting agendas and minutes	Complete 100% or more of the 2017 Hydro Board Engagement Plan and meet scheduled timelines for completion of Board meeting agendas and minutes
Priority Workplan Objective #3	4%	Overall delivery of Legal Services and utilization of internal and external resources deemed to meet the expectations of the President	Overall delivery of Legal Services and utilization of internal and external resources deemed to exceed the expectations of the President	Overall delivery of Legal Services and utilization of internal and external resources deemed to be exceptional as determined by the President
All Other Workplan Objectives	3%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 30%

2017 PERFORMANCE CONTRACT - Vice-Presidents

Line of Business/Division: Executive Leadership

President/CEO Signature:

Position: General Counsel & Corporate Secretary

Incumbent Signature:

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - General Managers

Line of Business/Division: Production
 Department/Region: Hydraulic Production
 Position: GM Hydraulic Production
 Incumbent:

EVP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 50%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	9%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Priority Workplan Objective #1	9%	DAFOR - 2.6	2.5	DAFOR - 2.3
Priority Workplan Objective #2	8%	≥ 85% or more of the hydraulic production 2017 Integrated Annual Work Plan complete + 100% of Winter Readiness Activities	≥ 90% or more of the hydraulic production 2017 Integrated Annual Work Plan complete + 100% of Winter Readiness Activities	≥ 95% or more of the hydraulic production 2017 Integrated Annual Work Plan complete + 100% of Winter Readiness Activities

2017 PERFORMANCE CONTRACT - General Managers

Line of Business/Division: Production
 Department/Region: Hydraulic Production
 Position: GM Hydraulic Production
 Incumbent:

EVP Signature:

Incumbent Signature:

Priority Workplan Objective #3	5%	Work Order Oversight tool developed and implemented ¹	Work Order Oversight tool developed and implemented + Work Order Priority and Risk oversight tool developed and implemented ²	Work Order Oversight tool developed and implemented + Work Order Priority and Risk oversight tool developed and implemented + Standard equipment trip reporting developed and implemented with Engineering ³
All Other Workplan Objectives	5%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 50%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the

1. Work order oversight tool is an initiative to develop better reporting tools that allow for more visibility and oversight at the management and executive level regarding what work orders are being or not being completed. This will provide for the next stage of reliability management of assets.
2. Work Order Priority and Risk oversight tool is an initiative to layer on an additional lens that considers risk of incompleteness of outstanding work orders, to provide for additional focus to get complete, or implementation of risk mitigation measures.
3. Standard equipment trip reporting is an initiative to standardize equipment issues investigation and better capture the outcomes from equipment investigations across all assets. This will lead to improved reliability

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Production
 Department/Region: Thermal Production
 Position: GM, Gas Turbines & Diesels
 Incumbent:

VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	9%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.5% below 2017 Responsible area O&M
Priority Workplan Objective #1	4.5%	HWD/SVL/HVY GT's UFOP: 11.7%	HWD/SVL/HVY GT's UFOP: 10.6%	HWD/SVL/HVY GT's UFOP: 9.6%
	4.5%	HRD GT UFOP: 5.0%	HRD GT UFOP: 4.0%	HRD GT UFOP: 3.0%
Priority Workplan Objective #2	8%	≥ 85% or more of the GT's 2017 Integrated Annual Work Plan complete + 100% of GT's Winter Readiness Activities	≥ 90% or more of the GT's 2017 Integrated Annual Work Plan complete + 100% of GT's Winter Readiness Activities	≥ 95% or more of the GT's 2017 Integrated Annual Work Plan complete + 100% of GT's Winter Readiness Activities

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Production
Department/Region: Thermal Production
Position: GM, Gas Turbines & Diesels
Incumbent:

VP Signature:

Incumbent Signature:

Priority Workplan Objective #3	5%	Participate in Board's additional review of supply adequacy and implement 2017 outcomes	Participate in Board's additional review of supply adequacy and implement 2017 outcomes, and advance service level agreement for gas turbine	Participate in Board's additional review of supply adequacy & implement 2017 outcomes, & advance service level agreement for gas turbine, & support analysis of longer-term supply options for HV-GB.
All Other Workplan Objectives	5%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 50%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - General Managers

Line of Business/Division: Transmission Operations
Department/Region: NL System Operator
Position: GM, NLSO
Incumbent:

President Signature:

Incumbent Signature:

Date:

PART B - Divisional/Departmental Targets - 50%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	total observations are \geq 100% of the Hydro per capita	0 injuries + total observations are \geq 100% of the Hydro per capita	0 injuries + total observations are \geq 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score \geq 8.0	360 FELT Leadership score \geq 11.0
Priority Objectives				
Financial Performance	9%	\leq 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	\geq 2.9% below 2017 Responsible area O&M
Priority Workplan Objective #1	9%	Support Integration and complete all activities under the Gap Analysis report for NLSO preparedness for Interchange Management and Transmission Service by Dec 31	Support Integration and complete all activities under the Gap Analysis report for NLSO preparedness for Interchange Management and Transmission Service by Nov 30	Support Integration and complete all activities under the Gap Analysis report for NLSO preparedness for Interchange Management and Transmission Service by Oct 31
Priority Workplan Objective #2	8%	Work Protection Code Performance: Package compliance $>97\%$ Number of Live Audits >8	Work Protection Code Performance: Package compliance $>98\%$ Number of Live Audits >10	Work Protection Code Performance: Package compliance $>99\%$ Number of Live Audits >12
Priority Workplan Objective #3	5%	Contingency Reserve is between 99.5 and 99.7%	Contingency Reserve is between 99.7 and 99.8%	Contingency Reserve is greater than 99.8%

2017 PERFORMANCE CONTRACT - General Managers

Line of Business/Division: Transmission Operations
Department/Region: NL System Operator
Position: GM, NLSO
Incumbent:

President Signature:
Incumbent Signature:

All Other Workplan Objectives	5%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed
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Total - Part B 50%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - General Managers

Line of Business/Division: Production
 Department/Region: Thermal Production
 Position: GM, Thermal Production
 Incumbent:

EVP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 50%

		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Performance Indicator				
Safety				
Safety Performance	7%	total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	9%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Priority Workplan Objective #1	4.5%	HTGS DAFOR: 14.0%	HTGS DAFOR: 13.0%	HTGS DAFOR: 12.0%
	4.5%	HRD/HWD/SVL/HVY GT's UFOP: 9.6%	HRD/HWD/SVL/HVY GT's UFOP: 8.6%	HRD/HWD/SVL/HVY GT's UFOP: 7.5%
Priority Workplan Objective #2	8%	≥ 85% or more of the HTGS> 2017 Integrated Annual Work Plan complete + 100% of HTGS> Winter Readiness Activities	≥ 90% or more of the HTGS> 2017 Integrated Annual Work Plan complete + 100% of HTGS> Winter Readiness Activities	≥ 95% or more of the HTGS> 2017 Integrated Annual Work Plan complete + 100% of HTGS> Winter Readiness Activities

2017 PERFORMANCE CONTRACT - General Managers

Line of Business/Division: Production
 Department/Region: Thermal Production
 Position: GM, Thermal Production
 Incumbent:

EVP Signature:

Incumbent Signature:

Priority Workplan Objective #3	5%	Work Order Oversight tool developed and implemented ¹	Work Order Oversight tool developed and implemented + Work Order Priority and Risk oversight tool developed and implemented ²	Work Order Oversight tool developed and implemented + Work Order Priority and Risk oversight tool developed and implemented + Standard equipment trip reporting developed and implemented with Engineering ³
All Other Workplan Objectives	5%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 50%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

1. Work order oversight tool is an initiative to develop better reporting tools that allow for more visibility and oversight at the management and executive level regarding what work orders are being or not being completed. This will provide for the next stage of reliability management of assets.
2. Work Order Priority and Risk oversight tool is an initiative to layer on an additional lens that considers risk of incompleteness of outstanding work orders, to provide for additional focus to get complete, or implementation of risk mitigation measures.
3. Standard equipment trip reporting is an initiative to standardize equipment issues investigation and better capture the outcomes from equipment investigations across all assets. This will lead to improved reliability.

2017 PERFORMANCE CONTRACT - General Managers

Line of Business/Division: Transmission Operations
 Department/Region: TRO Northern & Labrador
 Position: GM, TRO Northern & Labrador
 Incumbent:

EVP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 50%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	Total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	8%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Annual Work Plan and Winter Ready	8%	≥ 85% or more of the TRO N/L's 2017 Integrated Annual Work Plan complete + 100% of TRO N/L Winter Readiness Activities	≥ 90% or more of the TRO N/L's 2017 Integrated Annual Work Plan complete + 100% of TRO N/Ls Winter Readiness Activities	≥ 95% or more of the TRO N/Ls 2017 Integrated Annual Work Plan complete + 100% of TRO N/L's Winter Readiness Activities
Reliability	4%	+10% of Reliability Targets	TRON: 11.72 SAIDI TROL SAIDI: 12.38 Reliability Targets	-10% of Reliability Targets
	4%	+10% of Reliability Targets	TRON: 6.52 SAIFI TROL SAIFI: 7.00 Reliability Targets	-10% of Reliability Targets
Environmental Management System	5%	92% EMS TRO Targets	95% EMS TRO Targets	100% EMS TRO Targets

2017 PERFORMANCE CONTRACT - General Managers

Line of Business/Division: Transmission Operations
Department/Region: TRO Northern & Labrador
Position: GM, TRO Northern & Labrador
Incumbent:

EVP Signature:
Incumbent Signature:

All Other Workplan Objectives	7%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed
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Total - Part B 50%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

Included in the Divisional Plans:

- 1. Reliability Plan
- 2. Capital Feed
- 3. Capital Delivery

- 1. Customer services targets
- 2. Integration of new assets (i.e. MFL, TWINco, Emera, Soldier's Pond)
- 3. EES targets

2017 PERFORMANCE CONTRACT - General Managers

Line of Business/Division: Transmission Operations
 Department/Region: TRO Western & Eastern
 Position: General Manager, TRO Western & Eastern
 Incumbent:

EVP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 50%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	Total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	8%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Annual Work Plan and Winter Ready	8%	85% or more of the TRO W/E's 2017 Integrated Annual Work Plan complete + 100% of TRO W/E's Winter Readiness Activities	90% or more of the TRO W/E's 2017 Integrated Annual Work Plan complete + 100% of TRO W/E's Winter Readiness Activities	95% or more of the TRO W/E's 2017 Integrated Annual Work Plan complete + 100% of TRO W/E's Winter Readiness Activities
Reliability	4%	+10% of Reliability Targets	Bulk TX SAIDI: 551 mins/delivery point TROC SAIDI: 11.83	-10% of Reliability Targets
	4%	+10% of Reliability Targets	Bulk TX SAIFI: 3.27 int/delivery point TROC SAIFI: 3.46	-10% of Reliability Targets

2017 PERFORMANCE CONTRACT - General Managers

Line of Business/Division: Transmission Operations
Department/Region: TRO Western & Eastern
Position: General Manager, TRO Western & Eastern
Incumbent:

EVP Signature:
Incumbent Signature:

Environmental Management System	5%	92% EMS TRO Targets	95% EMS TRO Targets	100% EMS TRO Targets
All Other Workplan Objectives	7%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 50%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the

Included in the Divisional Plans:

- 1. Reliability Plan
- 2. Capital Feed
- 3. Capital Delivery

- 1. Customer services targets
- 2. Integration of new assets (i.e. MFL, TWINco, Emera, Soldier's Pond)
- 3. EES targets

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Financial Services
Department/Region: Finance
Position: Divisional Controller
Incumbent:

VP Signature:
Incumbent Signature:
Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	Total observations are >= 100% of the Hydro per capita for 2016	0 injuries + total observations are >= 100% of the Hydro per capita for 2016	0 injuries + total observations are >= 120% of the Hydro per capita for 2016
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	10%	<= 1% above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Regulatory	12%	Prepare GRA evidence for on time filing of application	Threshold + contribute to the completion of review of capital structure	Target + Contribute to delivery of on-time capital budget filing
Corporate Cost Challenge	12%	Establish cost control reporting and analysis in support of cost challenge activities	Threshold + Lead regular cost challenge discussions and track and report on cost savings results	Target + Promote cost focus through regular examination of cost patterns and trends and identification of opportunities to manage overall costs
Financial Planning	12%	Establish 3-5 year modelling capability within Hydro finance group, including assuming model ownership and adjusting corporate structure to facilitate	Threshold + identify & assess all integration and rate mitigation activities and issues for financial implications	Target + evolve corporate model to incorporate integration and rate mitigation activities

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Financial Services
Department/Region: Finance
Position: Divisional Controller
Incumbent:

VP Signature:

Incumbent Signature:

All Other Workplan Objectives	10%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed
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Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Management
Department/Region: Corporate Secretary & General Counsel
Position: Legal Counsel & Asst Corp Secretary
Incumbent:

VP Signature:
Incumbent Signature:
Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	10%	Total observations are >= 100% of the Hydro per capita for 2016	0 injuries + total observations are >= 100% of the Hydro per capita for 2016	0 injuries + total observations are >= 120% of the Hydro per capita for 2016
Priority Objectives				
Priority Workplan Objective #1 Legal Counsel	20%	Complete two of the following: 1) Provide guidance and legal support re new Public Procurement Act; 2) Act as Lead Counsel on two or more Regulatory Applications; 3) Provide legal support for Alderon (Kami Iron Ore Project) Arbitration; 4) Provide legal support for TTO/RFCI integration initiatives	Complete three of the following: 1) Provide guidance and legal support re new Public Procurement Act including training session for engineers; 2) Act as Lead Counsel on three or more Regulatory Applications; 3) Provide legal support for Alderon (Kami Iron Ore Project) Arbitration; 4) Provide legal support for TTO/RFCI integration initiatives	Complete all of the following: 1) Provide guidance and legal support re new Public Procurement Act including training session for engineers; 2) Act as Lead Counsel on three or more Regulatory Applications; 3) Provide legal support for Alderon (Kami Iron Ore Project) Arbitration; 4) Provide legal support for TTO/RFCI integration initiatives
Priority Workplan Objective #2 Corporate Secretary	15%	Complete 80% or more of the 2017 Hydro Board Engagement Plan and meet scheduled timelines for completion of Board meeting agendas and minutes	Complete 90% or more of the 2017 Hydro Board Engagement Plan and meet scheduled timelines for completion of Board meeting agendas and minutes	Complete 100% or more of the 2017 Hydro Board Engagement Plan and meet scheduled timelines for completion of Board meeting agendas and minutes
Priority Workplan Objective #3 ATIPPA and internal legal/contractual training or orientation	15%	Requests responded to by legislative timelines	Requests responded to by legislative timelines and provide training/orientation for new ATIPP Coordinator;	Requests responded to by legislative timeline, provide training/orientation for new ATIPP Coordinator; and provide contractual/legal training to internal clients

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Management
Department/Region: Corporate Secretary & General Counsel
Position: Legal Counsel & Asst Corp Secretary
Incumbent:

VP Signature:
Incumbent Signature:

All Other Workplan Objectives	10%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed
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Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
 Department/Region: Asset Management & Reliability
 Position: Manager, Asset Management & Relial
 Incumbent:

VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	Total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0 + 3 Safety Tours	360 FELT Leadership score >= 11.0 + 6 Safety Tours
Priority Objectives				
Financial Performance	10%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Capital Planning & Front End Engineering PUB Proposals	10%	98% PUB approval of Capital Program + 95% of Budget Proposals completed on schedule ^{(1) (2)}	100% PUB approval of Capital Program + 100% of Budget Proposals completed on schedule ^{(1) (2)}	100% PUB approval of Capital Program + 100% of Budget Proposals completed one week ahead of schedule ^{(1) (2)}
Technical Services Work Requests	8%	100% of scheduled work requests ⁽³⁾ completed within 25% of the scheduled duration.	100% of scheduled work requests ⁽³⁾ completed within 15% of the scheduled duration.	100% of scheduled work requests ⁽³⁾ completed within 5% of the scheduled duration.

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
Department/Region: Asset Management & Reliability
Position: Manager, Asset Management & Relial
Incumbent:

VP Signature:
Incumbent Signature:

Delivery of Engineering Services Managed Capital Projects	2%	Safety Performance ⁽⁴⁾	Safety Performance ⁽⁴⁾	Safety Performance ⁽⁴⁾
	2%	Quality Performance ⁽⁴⁾	Quality Performance ⁽⁴⁾	Quality Performance ⁽⁴⁾
	2%	Schedule Performance ⁽⁴⁾	Schedule Performance ⁽⁴⁾	Schedule Performance ⁽⁴⁾
	2%	Cost Performance ⁽⁴⁾	Cost Performance ⁽⁴⁾	Cost Performance ⁽⁴⁾
Reliability & Asset Management Improvement	12%	With General Managers and Asset Owners develop 2017-2020 Reliability & AM Improvement Strategy and 2017 Reliability Plan	Threshold + develop and initiate 2017 AM Improvement Plan	Target +With GM & Asset Owners develop 2018 Reliability & AM Improvement Plans
All Other Workplan Objectives	8%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

Footnotes

- (1) On schedule is delivery against the "All Ready" target date agreed upon with regulatory
- (2) Completion means that the proposals are ready for 1st round of review by IR and Regulatory
- (3) Schedules Work Requests and requests that are moved to the work schedule from the Work Request Backlog
Per the 2017 HYDRO CORPORATE PLAN: Capital Program Execution: Threshold, Target and Opportunity
- (4) Performance

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
Department/Region: Asset Management & Reliability
Position: Manager, Asset Management & Relial
Incumbent:

VP Signature:

Incumbent Signature:



Notes

- (1) Financial performance is base on Divisional Budgets
 Prorations for Primary Objectives shown below, Terry develop the prorations for the sub objectives in Capital
- (2) Projects

	Disciplines	Project Execution	OAM
Capital Planning & Front End Engineering	15%	5%	10%
Technical Services Work Requests	10%	5%	8%
Delivery of Engineering Services Managed	10%	25%	8%
Capital Projects			
Reliability Plan & Asset Management	3%	3%	12%
	38%	38%	38%

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
Department/Region: Civil/ Transmission & Distribution
Position: Manager, Civil/Transmission & Distribution
Incumbent:

VP Signature:

Incumbent Signature:

Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	Total observations are \geq 100% of the Hydro per capita	0 injuries + total observations are \geq 100% of the Hydro per capita	0 injuries + total observations are \geq 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score \geq 8.0 + 3 Safety Tours	360 FELT Leadership score \geq 11.0 + 6 Safety Tours
Priority Objectives				
Financial Performance	10%	\leq 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	\geq 2.9% below 2017 Responsible area O&M
Capital Planning & Front End Engineering PUB Proposals	15%	98% PUB approval of Capital Program + 95% of Budget Proposals completed on schedule ^{(1) (2)}	100% PUB approval of Capital Program + 100% of Budget Proposals completed on schedule ^{(1) (2)}	100% PUB approval of Capital Program + 100% of Budget Proposals completed one week ahead of schedule ^{(1) (2)}
Technical Services Work Requests	10%	100% of scheduled work requests ⁽³⁾ completed within 25% of the scheduled duration.	100% of scheduled work requests ⁽³⁾ completed within 15% of the scheduled duration.	100% of scheduled work requests ⁽³⁾ completed within 5% of the scheduled duration.

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
Department/Region: Civil/ Transmission & Distribution
Position: Manager, Civil/Transmission & Distribution
Incumbent:

VP Signature:
Incumbent Signature:

Delivery of Engineering Services Managed Capital Projects	2.50%	Safety Performance ⁽⁴⁾	Safety Performance ⁽⁴⁾	Safety Performance ⁽⁴⁾
	2.50%	Quality Performance ⁽⁴⁾	Quality Performance ⁽⁴⁾	Quality Performance ⁽⁴⁾
	2.50%	Schedule Performance ⁽⁴⁾	Schedule Performance ⁽⁴⁾	Schedule Performance ⁽⁴⁾
	2.50%	Cost Performance ⁽⁴⁾	Cost Performance ⁽⁴⁾	Cost Performance ⁽⁴⁾
Reliability & Asset Management Improvement	3%	With General Managers and Asset Owners develop 2017-2020 Reliability & AM Improvement Strategy and 2017 Reliability Plan	Threshold + develop and initiate 2017 AM Improvement Plan	Target + With GM & Asset Owners develop 2018 Reliability & AM Improvement Plans
All Other Workplan Objectives	8%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

Footnotes

- (1) On schedule is delivery against the "All Ready" target date agreed upon with regulatory
- (2) Completion means that the proposals are ready for 1st round of review by IR and Regulatory
- (3) Schedules Work Requests and requests that are moved to the work schedule from the Work Request Backlog
Per the 2017 HYDRO CORPORATE PLAN: Capital Program Execution: Threshold, Target and Opportunity
- (4) Performance

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
Department/Region: Civil/ Transmission & Distribution
Position: Manager, Civil/Transmission & Distribution
Incumbent:

VP Signature:

Incumbent Signature:

- Notes**
- (1) Financial performance is base on Divisional Budgets
 Prorations for Primary Objectives shown below, Terry develop the prorations for the sub objectives in Capital
 - (2) Projects

	Disciplines	Project Execution	OAM
Capital Planning & Front End Engineering	15%	5%	10%
Technical Services Work Requests	10%	5%	8%
Delivery of Engineering Services Managed Capital Projects	10%	25%	8%
Reliability Plan & Asset Management	3%	3%	12%
	38%	38%	38%

Part B: Commercial/Operational/Managerial/Other

Line of Business/Division: NL Hydro
Department/Region: Finance
Position: Commercial Manager
Incumbent:

VP Signature:
Incumbent Signature:
Date:

Part B: Divisional/Departmental Targets - 70%

Performance Indicator	Threshold	Target	Opportunity	
Safety				
Safety Performance	7%	0 injuries + total observations are >= 80% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0

Priority Objectives

	15%	Develop multi-year work plan, including all critical commercial integration activities that may impact Hydro and present to Hydro Management by May LT meeting	Develop multi-year work plan, including all critical commercial integration activities that may impact Hydro and present to Hydro Management by April LT meeting	Develop multi-year work plan, including all critical commercial integration activities that may impact Hydro and present to Hydro Management by March LT meeting
Priority Work plan Objective #1 Integration	15%	Complete 80% of 2017 commercial integration work plan activities (per plan presented no later than May) are complete by year end.	Complete 90% of 2017 commercial integration work plan activities (per plan presented no later than May) are complete by year end.	Complete 100% of 2017 commercial integration work plan activities (per plan presented no later than May) are complete by year end.
	6%	Support the development of the risk register for planned 2017 activities, including rankings and mitigation plans for commercial activities, by July	Support the development of the risk register for planned 2017 activities, including rankings and mitigation plans for commercial activities, by July, and audit mitigation plan implementation by year end	Achieve target, and advance risk register for activities post-2017
Priority Work plan Objective #2 Commercial Management 2017 Work Plan	12%	Develop detailed 2017 work plan to support Hydro commercial management function (excluding integration) and complete 80% of planned activities. (Draft Attached)	Develop detailed 2017 work plan to support Hydro commercial management function (excluding integration) and complete 90% of planned activities. (Draft Attached)	Develop detailed 2017 work plan to support Hydro commercial management function (excluding integration) and complete 100% of planned activities. (Draft Attached)
Priority Work plan Objective #3 DNR Support on Ramea, Exploits and Diesel Reduction Strategy	8%	Meet the expectations of Hydro's VP Finance in providing timely and complete responses to DNR, especially on the Diesel Reduction Strategy, Ramea and Exploits	Exceed the expectations of Hydro's VP Finance in providing timely and complete responses to DNR, especially on the Diesel Reduction Strategy, Ramea and Exploits	Significantly exceed the expectations of Hydro's VP Finance in providing timely and complete responses to DNR, especially on the Diesel Reduction Strategy, Ramea and Exploits
Total - Part B	70%			

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Corporate Services & Regulatory Affairs
 Department/Region: Customer Service
 Position: Manager, Customer Service
 Incumbent:

VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	8%	Total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	10%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Priority Workplan Objective #1	15%	N/A	Sustain commercial account satisfaction of ≥80%	Increase commercial account satisfaction at ≥90%
Priority Workplan Objective #2	10%	Refresh Customer Service Strategy and complete 80% of 2017 deliverables	Refresh Customer Service Strategy and complete 90% of 2017 deliverables	Refresh Customer Service Strategy and complete 100% of 2017 deliverables
Priority Workplan Objective #3	10%	Finalize plans for Newfoundland Power and key accounts and complete 80% of 2017 activities	Finalize plans for Newfoundland Power and key accounts and complete 90% of 2017 activities	Finalize plans for Newfoundland Power and key accounts and complete 100% of 2017 activities
All Other Workplan Objectives	10%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Barbara Brenton, Manager of HR&LR, Hydro

Line of Business/Division:	Corporate Services & Regulatory Affai	VP Signature:
Department/Region:	HR/LR	
Position:	Manager, HR/LR	Incumbent Signature:
Incumbent:		Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>	<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety			
Safety Performance	10%	Hydro Corporate Plan ThresholdTotal observations are >=100% of the Hydro per capita	0 injuries + Total observations are >=100% of the Hydro per capita
			0 injuries + Total observations are >=120% of the Hydro per capita
FELT Leadership	10%	N/A	360 FELT Leadership score >= 8.0
			360 FELT Leadership score >= 11.0
Priority Objectives			
Priority Objectives	0%		
Financial Performance	12%	<= 1% above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget
			>= 2.9% below 2017 Responsible area O&M
Priority Obj #1	12%	Develop a 3-year HR Strategy and action plan; Complete 80% of 2017 activities	Develop a 3-year HR Strategy and action plan; Complete 90% of 2017 activities
			Develop a 3-year HR Strategy and action plan; Complete 100% of 2017 activities
Priority Workplan Objective #2	12%	Finalize Employee Engagement Survey Action Plan and complete 80% of 2017 activities	Finalize Employee Engagement Survey Action Plan and complete 90% of 2017 activities
			Finalize Employee Engagement Survey Action Plan and complete 100% of 2017 activities
Priority Workplan Objective #3	7%	40% of new apprentice and graduate engineers from under-represented groups including women	50% of new apprentice and graduate engineers from under-represented groups including women
			60% of new apprentice and graduate engineers from under-represented groups including women
All Other Workplan Objectives	7%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed
			100% or more of the 2017 priority workplan objectives for responsible areas have been completed
<i>Total - Part B</i>	70%		

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive.

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Production
 Department/Region: Hydraulic Production
 Position: Manager, Hydraulic Generation
 Incumbent:

VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	10%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Priority Workplan Objective #1	10%	DAFOR - 2.6	DAFOR - 2.5	DAFOR - 2.3
Priority Workplan Objective #2	10%	≥ 85% or more of the hydraulic production 2017 Integrated Annual Work Plan complete + 100% of Winter Readiness Activities	≥ 90% or more of the hydraulic production 2017 Integrated Annual Work Plan complete + 100% of Winter Readiness Activities	≥ 95% or more of the hydraulic production 2017 Integrated Annual Work Plan complete + 100% of Winter Readiness Activities
Priority Workplan Objective #3	8%	Complete review of 100% of all current operational standards, procedures, guidelines and instructions	Threshold + 100% completion for deletion and transfer of applicable documents	Target + 25% completion of revisions to Engineering Directives, Operating Guidelines and Operating Procedures

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Production
 Department/Region: Hydraulic Production
 Position: Manager, Hydraulic Generation
 Incumbent:
 VP Signature:
 Incumbent Signature:

All Other Workplan Objectives	8%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% or more of the 2017 priority workplan objectives for responsible areas have been completed
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Total - Part B 60%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Engineering Services
 Department/Region: Information and Operating Technology
 Position: Manager, Information and Operating Technology
 Incumbent:

VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

Performance Indicator	Threshold	Target	Opportunity
Safety			
Safety Performance 7%	total observations are >= 80% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership 7%	N/A	360 FELT Leadership score >= 8.0 + 2 Site visits	360 FELT Leadership score >= 11.0 + 3 Site visits

Priority Objectives

Financial Performance 10%	<= 1% above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Develop awareness of the Hydro Information Management program aligning with Nalcor's Corporate IM plan 10%	IM communications plan created and executed for Hydro	IM meetings scheduled and completed with 1 Hydro department(s)	IM meetings scheduled and completed with 2 Hydro departments
Delivery of IT/OT Managed Capital Projects 10%	80% of IT/OT priority capital project work activities completed as scheduled	90% of IT/OT priority capital project work activities completed as scheduled	98 % of IT/OT priority capital project work activities completed as scheduled
All Other Workplan Objectives * 26%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% or more of the 2017 priority workplan objectives for responsible areas have been completed
Total - Part B 70%			

- * All other workplan activities
 - * Support the implementation and awareness of NERC
 - * Develop Hydro - Nalcor Service Level Agreement
 - * Begin work on a Hydro IT/OT strategy including a current state assessment
 - * Support the implementation of Hydro's Business Transformation Project

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Management
 Department/Region:
 Position: Manager, Interconnection & Integration
 Incumbent:

VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	10%	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
Priority Objectives				
Development of multi-year integration work plan, including estimated resource requirements for 2017 activities	10%	Multi-year work plan presented to Hydro Management by May LT meeting	Multi-year work plan presented to Hydro Management by April LT meeting	Multi-year work plan presented to Hydro Management by March LT meeting
	10%	Hydro resource requirements estimated for 80% of 2017 work plan activities by June	Hydro resource requirements estimated for 90% of 2017 work plan activities by June	Hydro resource requirements estimated for 100% of 2017 work plan activities by June
Implementation of integration tracking "Dashboard"	15%	Implemented for use by April LT meeting	Implemented for use by March LT meeting	Implemented for use by February LT meeting
Development and tracking of risks to critical integration activities	15%	Develop risk register for planned 2017 activities, including rankings and mitigation plans, by July	Develop risk register for planned 2017 activities, including rankings and mitigation plans, by July, and assess management plan implementation by year end	Achieve target, and advance risk register for activities post-2017
Completion of 2017 Integration activities as per multi-year workplan	10%	80% of 2017 workplan activities (per plan presented no later than May) are complete by year end	90% of 2017 workplan activities (per plan presented no later than May) are complete by year end	100% of 2017 workplan activities (per plan presented no later than May) are complete by year end

Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
 Department/Region: Mechanical
 Position: Manager, Mechanical Engineering
 Incumbent: _____

VP Signature: _____
 Incumbent Signature: _____
 Date: _____

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	Total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0 + 3 Safety Tours	360 FELT Leadership score >= 11.0 + 6 Safety Tours
Priority Objectives				
Financial Performance	10%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Capital Planning & Front End Engineering PUB Proposals	15%	98% PUB approval of Capital Program + 95% of Budget Proposals completed on schedule ^{(1) (2)}	100% PUB approval of Capital Program + 100% of Budget Proposals completed on schedule ^{(1) (2)}	100% PUB approval of Capital Program + 100% of Budget Proposals completed one week ahead of schedule ^{(1) (2)}
Technical Services Work Requests	10%	100% of scheduled work requests ⁽³⁾ completed within 25% of the scheduled duration.	100% of scheduled work requests ⁽³⁾ completed within 15% of the scheduled duration.	100% of scheduled work requests ⁽³⁾ completed within 5% of the scheduled duration.

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
Department/Region: Mechanical
Position: Manager, Mechanical Engineering
Incumbent:

VP Signature:

Incumbent Signature:

Delivery of Engineering Services Managed Capital Projects	2.50%	Safety Performance ⁽⁴⁾	Safety Performance ⁽⁴⁾	Safety Performance ⁽⁴⁾
	2.50%	Quality Performance ⁽⁴⁾	Quality Performance ⁽⁴⁾	Quality Performance ⁽⁴⁾
	2.50%	Schedule Performance ⁽⁴⁾	Schedule Performance ⁽⁴⁾	Schedule Performance ⁽⁴⁾
	2.50%	Cost Performance ⁽⁴⁾	Cost Performance ⁽⁴⁾	Cost Performance ⁽⁴⁾
Reliability & Asset Management Improvement	3%	With General Managers and Asset Owners develop 2017-2020 Reliability & AM Improvement Strategy and 2017 Reliability Plan	Threshold + develop and initiate 2017 AM Improvement Plan	Target + With GM & Asset Owners develop 2018 Reliability & AM Improvement Plans
All Other Workplan Objectives	8%	75% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

Footnotes

- (1) On schedule is delivery against the "All Ready" target date agreed upon with regulatory
- (2) Completion means that the proposals are ready for 1st round of review by IR and Regulatory
- (3) Schedules Work Requests and requests that are moved to the work schedule from the Work Request Backlog
Per the 2017 HYDRO CORPORATE PLAN: Capital Program Execution: Threshold, Target and Opportunity
- (4) Performance

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
 Department/Region: Mechanical
 Position: Manager, Mechanical Engineering
 Incumbent: _____

VP Signature: _____
 Incumbent Signature: _____

- Notes**
- (1) Financial performance is base on Divisional Budgets
 Protations for Primary Objectives shown below, Terry develop the prorations for the sub objectives in Capital
 - (2) Projects

	Disciplines	Project Execution	OAM
Capital Planning & Front End Engineering	15%	5%	10%
Technical Services Work Requests	10%	5%	8%
Delivery of Engineering Services Managed Capital Projects	10%	25%	8%
Reliability Plan & Asset Management	3%	3%	12%
	38%	38%	38%

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
 Department/Region: Project Execution
 Position: Manager, Project Execution
 Incumbent:

VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	Total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0 + 3 Safety Tours	360 FELT Leadership score >= 11.0 + 6 Safety Tours
Priority Objectives				
Financial Performance	10%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Capital Planning & Front End Engineering PUB Proposals	5%	98% PUB approval of Capital Program + 95% of Budget Proposals completed on schedule ^{(1) (2)}	100% PUB approval of Capital Program + 100% of Budget Proposals completed on schedule ^{(1) (2)}	100% PUB approval of Capital Program + 100% of Budget Proposals completed one week ahead of schedule ^{(1) (2)}
Technical Services Work Requests	5%	100% of scheduled work requests ⁽³⁾ completed within 25% of the scheduled duration.	100% of scheduled work requests ⁽³⁾ completed within 15% of the scheduled duration.	100% of scheduled work requests ⁽³⁾ completed within 5% of the scheduled duration.

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
Department/Region: Project Execution
Position: Manager, Project Execution
Incumbent:

VP Signature:
Incumbent Signature:

Delivery of Engineering Services Managed Capital Projects	6.25%	Safety Performance ⁽⁴⁾	Safety Performance ⁽⁴⁾	Safety Performance ⁽⁴⁾
	6.25%	Quality Performance ⁽⁴⁾	Quality Performance ⁽⁴⁾	Quality Performance ⁽⁴⁾
	6.25%	Schedule Performance ⁽⁴⁾	Schedule Performance ⁽⁴⁾	Schedule Performance ⁽⁴⁾
	6.25%	Cost Performance ⁽⁴⁾	Cost Performance ⁽⁴⁾	Cost Performance ⁽⁴⁾
Reliability & Asset Management Improvement	3%	With General Managers and Asset Owners develop 2017-2020 Reliability & AM Improvement Strategy and 2017 Reliability Plan	Threshold + develop and initiate 2017 AM Improvement Plan	Target + With GM & Asset Owners develop 2018 Reliability & AM Improvement Plans
All Other Workplan Objectives	8%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

Footnotes

- (1) On schedule is delivery against the "All Ready" target date agreed upon with regulatory
- (2) Completion means that the proposals are ready for 1st round of review by IR and Regulatory
- (3) Schedules Work Requests and requests that are moved to the work schedule from the Work Request Backlog
Per the 2017 HYDRO CORPORATE PLAN: Capital Program Execution: Threshold, Target and Opportunity
- (4) Performance

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
Department/Region: Project Execution
Position: Manager, Project Execution
Incumbent:

VP Signature:

Incumbent Signature:

- Notes**
- (1) Financial performance is base on Divisional Budgets
 Prorations for Primary Objectives shown below, Terry develop the prorations for the sub objectives in Capital Projects
 - (2)

	Disciplines	Project Execution	OAM
Capital Planning & Front End Engineering	15%	5%	10%
Technical Services Work Requests	10%	5%	8%
Delivery of Engineering Services Managed Capital Projects	10%	25%	8%
Reliability Plan & Asset Management	3%	3%	12%
	38%	38%	38%

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
 Department/Region: Protection & Control & Communications
 Position: Manager, Protection & Control & Communicatio
 Incumbent:

VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	Total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0 + 3 Safety Tours	360 FELT Leadership score >= 11.0 + 6 Safety Tours
Priority Objectives				
Financial Performance	10%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Capital Planning & Front End Engineering PUB Proposals	15%	98% PUB approval of Capital Program + 95% of Budget Proposals completed on schedule ^{(1) (2)}	100% PUB approval of Capital Program + 100% of Budget Proposals completed on schedule ^{(1) (2)}	100% PUB approval of Capital Program + 100% of Budget Proposals completed one week ahead of schedule ^{(1) (2)}
Technical Services Work Requests	10%	100% of scheduled work requests ⁽³⁾ completed within 25% of the scheduled duration.	100% of scheduled work requests ⁽³⁾ completed within 15% of the scheduled duration.	100% of scheduled work requests ⁽³⁾ completed within 5% of the scheduled duration.

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
Department/Region: Protection & Control & Communications
Position: Manager, Protection & Control & Communicatio
Incumbent:

VP Signature:
Incumbent Signature:

Delivery of Engineering Services Managed Capital Projects	2.50%	Safety Performance ⁽⁴⁾	Safety Performance ⁽⁴⁾	Safety Performance ⁽⁴⁾
	2.50%	Quality Performance ⁽⁴⁾	Quality Performance ⁽⁴⁾	Quality Performance ⁽⁴⁾
	2.50%	Schedule Performance ⁽⁴⁾	Schedule Performance ⁽⁴⁾	Schedule Performance ⁽⁴⁾
	2.50%	Cost Performance ⁽⁴⁾	Cost Performance ⁽⁴⁾	Cost Performance ⁽⁴⁾
Reliability & Asset Management Improvement	3%	With General Managers and Asset Owners develop 2017-2020 Reliability & AM Improvement Strategy and 2017 Reliability Plan	Threshold + develop and initiate 2017 AM Improvement Plan	With GM & Asset Owners develop 2018 Reliability & AM Improvement Plans
All Other Workplan Objectives	8%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

Footnotes

- (1) On schedule is delivery against the "All Ready" target date agreed upon with regulatory
- (2) Completion means that the proposals are ready for 1st round of review by IR and Regulatory
- (3) Schedules Work Requests and requests that are moved to the work schedule from the Work Request Backlog
Per the 2017 HYDRO CORPORATE PLAN: Capital Program Execution: Threshold, Target and Opportunity
- (4) Performance

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Hydro Engineering Services
Department/Region: Protection & Control & Communications
Position: Manager, Protection & Control & Communicatio
Incumbent:

VP Signature:

Incumbent Signature:

Notes

- (1) Financial performance is base on Divisional Budgets
 Protations for Primary Objectives shown below, Terry develop the prorations for the sub objectives in Capital
- (2) Projects

	Disciplines	Project Execution	OAM
Capital Planning & Front End Engineering	15%	5%	10%
Technical Services Work Requests	10%	5%	8%
Delivery of Engineering Services Managed Capital Projects	10%	25%	8%
Reliability Plan & Asset Management	3%	3%	12%
	38%	38%	38%

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Regulatory Affairs & Corporate Services
 Department/Region: Regulatory Affairs
 Position: Manager, Regulatory Affairs
 Incumbent:

VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	8%	Total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	10%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Priority Workplan Objective #1	10%	File 2013 GRA Compliance Application by end of January 2017	File 2013 GRA Compliance Application by end of January 2017 and have rates implemented by June 30, 2017	File 2013 GRA Compliance Application by end of January 2017 and have rates implemented by May 31, 2017
Priority Workplan Objective #2	20%	2017 GRA Application filed by June 30 or agreed upon date by the PUB	2017 GRA Application filed by June 30 or agreed upon date by the PUB and initiate settlement discussions with parties	2017 GRA Application filed by June 30 or agreed upon date by the PUB; initiate settlement discussions with parties and Inter-Affiliate Code of Conduct drafted by end of Q2
Priority Workplan Objective #3	10%	Completion of regulatory work associated with integration activities deemed to meet the expectations of the President	Completion of regulatory work associated with integration activities deemed to exceed the expectations of the President	Completion of regulatory work associated with integration activities deemed to be exception by the President
All Other Workplan Objectives	5%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Regulatory Affairs & Corporate Services
Department/Region: Regulatory Affairs
Position: Manager, Regulatory Affairs
Incumbent:

VP Signature:
Incumbent Signature:

Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Regulatory Affairs & Corporate Serv
 Department/Region: Regulatory Affairs
 Position: Manager, Regulatory Engineering
 Incumbent:
 VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	8%	Total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0

Priority Objectives

Priority Workplan Objective #1	20%	N/A	Submit Capital Budget Application by August 1, 2017	Submit Capital Budget Application before August 1, 2017 and receive full approval
Priority Workplan Objective #2	20%	Develop NERC implementation plan, with applicability to integration of LIL and ML and reliability actions for Hydro, and achieve 80% of plan.	Develop NERC implementation plan, with applicability to integration of LIL and ML and reliability actions for Hydro, and achieve 90% of plan.	Develop NERC implementation plan, with applicability to integration of LIL and ML and reliability actions for Hydro, and achieve 100% of plan.
Priority Workplan Objective #3	10%	Develop and execute 2017 regulatory engineering process/document improvement plan & achieve 80% of plan	Develop and execute 2017 regulatory engineering process/document improvement plan & achieve 90% of plan	Develop and execute 2017 regulatory engineering process/document improvement plan & achieve 100% of plan

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Regulatory Affairs & Corporate Servic
Department/Region: Regulatory Affairs
Position: Manager, Regulatory Engineering
Incumbent:

VP Signature:

Incumbent Signature:

All Other Workplan Objectives	5%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed
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Total - Part B 70%

2017 PERFORMANCE CONTRACT - VP REPORTS & OTHERS

Line of Business/Division:	Production	VP Signature:
Department/Region:	Resource & Production Planning	
Position:	Manager, Resource and Production Planning	Incumbent Signature:
Incumbent:		Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	10%	Hydro Corporate Plan Threshold Total observations are >=100% of the Hydro per capita	0 injuries + Total observations are >=100% of the Hydro per capita	0 injuries + Total observations are >=120% of the Hydro per capita
FELT Leadership	10%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives	0%			
Financial Performance	12%	<= 1% above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Priority Workplan Objective #1: Near-term Supply Adequacy	10%	Near-term Generation Adequacy report completed November 7, 2017.	Threshold + report submitted to PUB by November 15.	Target + primary authorship transitioned to new writer.
Priority Workplan Objective #2: Generation Planning	10%	Generation Planning software leased, with operational model developed by Dec 31	Generation Planning software leased, with operational model developed by Nov 30	Generation Planning software leased, with operational model fully vetted and approved inclusive of all user documentation by Nov 30
Priority Workplan Objective #3: Production Planning	10%	GRA production plan and associated fuel and power purchase forecasts completed by June 15.	Threshold + recapture import production plan and associated fuel and power purchase forecasts completed by Sept 30.	Target + production plan for recapture and market purchases and associated fuel and power purchase forecasts completed by Dec 15.
All Other Workplan Objectives	8%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% or more of the 2017 priority workplan objectives for responsible areas have been completed
<i>Total - Part B</i>	<i>70%</i>			

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive.

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Financial Services VP Signature:
 Department/Region: Position: Manager, Risk, Controls & Planning Incumbent Signature:
 Incumbent: Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>	<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety			
Safety Performance	10%	Total observations are >= 100% of the Hydro per capita for 2016	0 injuries + total observations are >= 100% of the Hydro per capita for 2016
			0 injuries + total observations are >= 120% of the Hydro per capita for 2016
Priority Objectives			
Priority Workplan Objective #1	15%	Coordinate/facilitate Hydro Planning process (including plan development and performance reporting). Draft 2018 quilt for November Board meeting and draft plan completed by end of January 2019	Coordinate/facilitate Hydro Planning process (including plan development and performance reporting). Draft 2018 quilt for November Board meeting and draft plan by year-end.
Priority Workplan Objective #2	15%	Transparency & Accountability: 2017-2019 Plan and 2016 year-end performance meet legislated timelines.	Transparency & Accountability: 2017-2019 Plan and 2016 year-end performance meet legislated timelines; plan and performance input completed for GNL internal review guidelines
Priority Workplan Objective #3	20%	Risk:Complete 80% of risk initiatives outlined in Risk portion of Financial Services Plan.	Risk:Complete 90% of risk initiatives outlined in Risk portion of Financial Services Plan.
All Other Workplan Objectives	10%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed
			100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 70%

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Financial Services **VP Signature:**
Department/Region:
Position: Manager, Risk, Controls & Planning **Incumbent Signature:**
Incumbent:

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Transmission Operations
Department/Region: Rural Planning
Position: Manager, Rural Planning
Incumbent:

VP Signature:
Incumbent Signature:
Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	0 injuries + total observations are >= 80% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	10%	<= 1% above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.5% below 2017 Responsible area O&M
Generation Planning Post 2020/MF	10%	Develop Plan and Schedule for completion of Generation Planning Post 2020/MF by June 30.	Complete 80% of plan on schedule	Complete 100% of plan on schedule
Complete risk assessments in relation to generation supply (capacity and energy) Pre 2020/MF for submission to the PUB.	10%	Risk Assessments Completed by May 7 and November 7.	Threshold + Reports completed and submitted to PUB by May 15 and November 15.	Target + If additional capacity is required, alternatives studied and recommendation completed and ready for PUB Submission with Hydro's subsequent Capital budget.
New Generation Planning software package.	10%	Work complete for choice and justification of package by March 31	Threshold + Package purchase/leased and installed by May 31.	Target + Training completed, models updated By Sept 30
Complete 2017 Planning Load Forecast (PLF) process	8%	Information updates completed and Initiation Forecast completed by March 31	Threshold +PLF completed By June 30	Target + PLFs for multiple scenarios completed by Sept 30

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Transmission Operations
Department/Region: Rural Planning
Position: Manager, Rural Planning
Incumbent:

VP Signature:

Incumbent Signature:

All Other Workplan Objectives	8%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed
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Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Transmission Operations
Department/Region: NLSO
Position: Manager, System Operations and Integration Si
Incumbent:

VP Signature:
Incumbent Signature:
Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	10%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Priority Workplan Objective #1	12%	Support Integration Plan and complete all activities under the Gap Analysis report for NLSO preparedness for Interchange Management and Transmission Service by Dec 31	Support Integration Plan and complete all activities under the Gap Analysis report for NLSO preparedness for Interchange Management and Transmission Service by Nov 30	Support Integration Plan and complete all activities under the Gap Analysis report for NLSO preparedness for Interchange Management and Transmission Service by Oct 31
Priority Workplan Objective #2	12%	Implement 80% of changes to ECC/EMS to reflect equipment upgrades and coordinate all planned outages to ML and LIL assets per annual work plan	Implement 90% of changes to ECC/EMS to reflect equipment upgrades and coordinate all planned outages to ML and LIL assets per annual work plan	Implement 100% of changes to ECC/EMS to reflect equipment upgrades and coordinate all planned outages to ML and LIL assets per annual work plan
Priority Workplan Objective #3	12%	Contingency Reserve is between 99.5 and 99.7%	Contingency Reserve is between 99.7 and 99.8%	Contingency Reserve is greater than 99.8%
2017 Performance Contract		[Name, Title]		Page 1 of 2

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Transmission Operations
Department/Region: NLSO
Position: Manager, System Operations and Integration S
Incumbent:

VP Signature:

Incumbent Signature:

All Other Workplan Objectives	10%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed
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Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Production
 Department/Region: Thermal Production
 Position: Manager, Thermal Generation
 Incumbent:

VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	10%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Priority Workplan Objective #1	10%	HTGS DAFOR: 14.0%	HTGS DAFOR: 13.0%	HTGS DAFOR: 12.0%
Priority Workplan Objective #2	10%	≥ 85% or more of the HTGS 2017 Integrated Annual Work Plan complete + 100% of HTGS Winter Readiness Activities	≥ 90% or more of the HTGS 2017 Integrated Annual Work Plan complete + 100% of HTGS Winter Readiness Activities	≥ 95% or more of the HTGS 2017 Integrated Annual Work Plan complete + 100% of HTGS Winter Readiness Activities
Priority Workplan Objective #3	8%	Work Order Oversight tool developed and implemented1	Work Order Oversight tool developed and implemented + Work Order Priority and Risk oversight tool developed and implemented2	Work Order Oversight tool developed and implemented + Work Order Priority and Risk oversight tool developed and implemented + Standard equipment trip reporting developed and implemented with Engineering3

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Production
Department/Region: Thermal Production
Position: Manager, Thermal Generation
Incumbent:

VP Signature:

Incumbent Signature:

All Other Workplan Objectives	8%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed
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Total - Part B 60%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

1. Work order oversight tool is an initiative to develop better reporting tools that allow for more visibility and oversight at the management and executive level regarding what work orders are being or not being completed. This will provide for the next stage of reliability management of assets.
2. Work Order Priority and Risk oversight tool is an initiative to layer on an additional lens that considers risk of incompleteness of outstanding work orders, to provide for additional focus to get complete, or implementation of risk mitigation measures.
3. Standard equipment trip reporting is an initiative to standardize equipment issues investigation and better capture the outcomes from equipment investigations across all assets. This will lead to improved reliability.

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Transmission Operations
 Department/Region: Transmission Planning
 Position: Manager, Transmission Planning
 Incumbent:
 VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	10%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Priority Workplan Objective #1	12%	Support Integration and complete all activities under the Gap Analysis report for NLSO preparedness for Interchange Management and Transmission Service by Dec 31	Support Integration and complete all activities under the Gap Analysis report for NLSO preparedness for Interchange Management and Transmission Service by Nov 30	Support Integration and complete all activities under the Gap Analysis report for NLSO preparedness for Interchange Management and Transmission Service by Oct 31
Priority Workplan Objective #2	12%	Complete planning review and technical report for a reliability plan for <u>Labrador East</u> by March 31	Threshold + Capital budget proposal for <u>Labrador East</u> reliability submitted and approved by PUB	Target +Complete planning review for a reliability plan for <u>Labrador West</u> by December 31

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Transmission Operations
Department/Region: Transmission Planning
Position: Manager, Transmission Planning
Incumbent:

VP Signature:

Incumbent Signature:

Priority Workplan Objective #3	12%	Complete RFI operational studies required for LCP / TL267 / ML asset integration	Complete RFI operational studies and develop operating instructions required for LCP / TL267 / ML asset integration	Complete RFI operational studies, and develop operating instructions and training required for LCP / TL267 / ML asset integration
All Other Workplan Objectives	10%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Transmission Operations
Department/Region: TRO Eastern & Western
Position: Manager, TRO Central
Incumbent:

VP Signature:
Incumbent Signature:
Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	Total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	10%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Annual Work Plan and Winter Readiness	10%	≥ 85% or more of the TROC's 2017 Integrated Annual Work Plan complete + 100% of TROC Winter Readiness Activities	≥ 90% or more of the TROC's 2017 Integrated Annual Work Plan complete + 100% of TROC's Winter Readiness Activities	≥ 95% or more of the TROC's 2017 Integrated Annual Work Plan complete + 100% of TROC's Winter Readiness Activities
Reliability	5%	+10% of TROC Reliability Target	TROC SAIDI: 11.83 Reliability Targets	-10% of TROC Reliability Target
	5%	+10% of TROC Reliability Target	TROC SAIFI 3.46 Reliability Targets	-10% of TROC Reliability Target

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Transmission Operations
Department/Region: TRO Eastern & Western
Position: Manager, TRO Central
Incumbent:

VP Signature:
Incumbent Signature:

Overtime	8%	8% improvement on operating OT 5 year average	10% improvement on operating OT 5 year average	15% improvement on operating OT 5 year average
Customer Satisfaction	8%	N/A	Sustain commercial account satisfaction of $\geq 80\%$	Increase commercial account satisfaction at $\geq 90\%$
All Other Workplan Objectives	10%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

Included in the Divisional Plans:

1. Reliability Plan
2. Capital Feed
3. Capital Delivery

1. Customer services targets
2. Integration of new assets (i.e. MFL, TWINco, Emera, Soldier's Pond)
3. EES targets

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Transmission Operations
 Department/Region: TRO Northern & Labrador
 Position: Manager, TRO Labrador
 Incumbent:

VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	Total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	10%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Annual Work Plan and Winter Readiness	10%	≥ 85% or more of the TROL's 2017 Integrated Annual Work Plan complete + 100% of TROL Winter Readiness Activities	≥ 90% or more of the TROL's 2017 Integrated Annual Work Plan complete + 100% of TROLs Winter Readiness Activities	≥ 95% or more of the TROLs 2017 Integrated Annual Work Plan complete + 100% of TROL's Winter Readiness Activities
Reliability	5%	+10% of TROL Reliability Target	TROL SAIDI: 12.38 Reliability Targets	-10% of TROL Reliability Target
	5%	+10% of TROL Reliability Target	TROL SAIFI: 7.00 Reliability Targets	-10% of TROL Reliability Target

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Transmission Operations
Department/Region: TRO Northern & Labrador
Position: Manager, TRO Labrador
Incumbent:

VP Signature:
Incumbent Signature:

Overtime	8%	8% improvement on operating OT 5 year average	10% improvement on operating OT 5 year average	15% improvement on operating OT 5 year average
Customer Satisfaction	8%	N/A	Sustain commercial account satisfaction of $\geq 80\%$	Increase commercial account satisfaction at $\geq 90\%$
All Other Workplan Objectives	10%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

Included in the Divisional Plans:

1. Reliability Plan
2. Capital Feed
3. Capital Delivery

1. Customer services targets
2. Integration of new assets (i.e. MFL, TWINco, Emera, Soldier's Pond)
3. EES targets

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Transmission Operations
 Department/Region: TRO Northern
 Position: Manager, TRO Northern
 Incumbent:

VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	7%	Total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0
Priority Objectives				
Financial Performance	10%	<= 1 above 2017 Responsible area O&M conditional on achieving corporate O&M target	2017 Responsible area O&M* Budget	>= 2.9% below 2017 Responsible area O&M
Annual Work Plan and Winter Readiness	10%	≥ 85% or more of the TRON's 2017 Integrated Annual Work Plan complete + 100% of TRON Winter Readiness Activities	≥ 90% or more of the TRON's 2017 Integrated Annual Work Plan complete + 100% of TRONs Winter Readiness Activities	≥ 95% or more of the TRONs 2017 Integrated Annual Work Plan complete + 100% of TRON's Winter Readiness Activities
Reliability	5%	+10% of TRON Reliability Target	TRON SAIDI 11.72 Reliability Targets	-10% of TRON Reliability Target
	5%	+10% of TRON Reliability Target	TRON SAIFI 6.52 Reliability Targets	-10% of TRON Reliability Target

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Transmission Operations
Department/Region: TRO Northern
Position: Manager, TRO Northern
Incumbent:

VP Signature:
Incumbent Signature:

Overtime	8%	8% improvement on operating OT 5 year average	10% improvement on operating OT 5 year average	15% improvement on operating OT 5 year average
Customer Satisfaction	8%	N/A	Sustain commercial account satisfaction of > 80%	Increase commercial account satisfaction at >90%
All Other Workplan Objectives	10%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 70%

* Adjustments to O&M performance target will be considered under exceptional circumstances but must be approved by the Hydro Executive

Included in the Divisional Plans:

1. Reliability Plan
2. Capital Feed
3. Capital Delivery

1. Customer services targets
2. Integration of new assets (i.e. MFL, TWINco, Emera, Soldier's Pond)
3. EES targets

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Regulatory Affairs & Corporate Servic
 Department/Region: Regulatory Affairs
 Position: Senior Counsel, Regulatory
 Incumbent:

VP Signature:
 Incumbent Signature:
 Date:

PART B - Divisional/Departmental Targets - 70%

<u>Performance Indicator</u>		<u>Threshold</u>	<u>Target</u>	<u>Opportunity</u>
Safety				
Safety Performance	8%	Total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 100% of the Hydro per capita	0 injuries + total observations are >= 120% of the Hydro per capita
FELT Leadership	7%	N/A	360 FELT Leadership score >= 8.0	360 FELT Leadership score >= 11.0

Priority Objectives

Priority Workplan Objective #1 - 2017 GRA	15%	Complete two of the following: i) Application filed by July 28, 2017 or agreed upon date by the PUB; ii) initiate settlement discussions with parties; iii) lead witness training preparation or iv) draft Inter-Affiliate Code of Conduct by end of Q2.	Complete three of the following: i) Application filed by July 28, 2017 or agreed upon date by the PUB; ii) initiate settlement discussions with parties; iii) lead witness training preparation or iv) draft Inter-Affiliate Code of Conduct by end of Q2.	Complete all of the following: i) Application filed by July 28, 2017 or agreed upon date by the PUB; ii) achieve settlement with parties; iii) lead witness training preparation and iv) draft Inter-Affiliate Code of Conduct by end of Q2
Priority Workplan Objective #2 - Regulatory Process Improvement Plan	10%	80% or more of the 2017 planned activities have been completed	90% or more of the 2017 planned activities have been completed	100% or more of the 2017 planned activities have been completed
Priority Workplan Objective #3 - 2018 Capital Budget Application	10%	N/A	Submit Capital Budget Application on August 1, 2017	Submit Capital Budget Application before August 1, 2017 and receive full approval

2017 PERFORMANCE CONTRACT - Managers/Others

Line of Business/Division: Regulatory Affairs & Corporate Servic
Department/Region: Regulatory Affairs
Position: Senior Counsel, Regulatory
Incumbent:

VP Signature:

Incumbent Signature:

Priority Workplan Objective #4 - Compliance Application	10%	File 2013 GRA Compliance Application by end of January 2017	File 2013 GRA Compliance Application by end of January 2017 and have rates implemented by June 30, 2017	File 2013 GRA Compliance Application by end of January 2017 and have rates implemented by May 31, 2017
All Other Workplan Objectives	10%	80% or more of the 2017 priority workplan items for responsible areas have been completed	90% or more of the 2017 priority workplan objectives for responsible areas have been completed	100% of the 2017 priority workplan objectives for responsible areas have been completed

Total - Part B 70%