

- 1 **Reference: Section 2: Customer Operations**
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3 **Q. Volume 1, page 2-38. Provide sample 2021 short-term incentive performance targets**
4 **for a director position and an executive position.**
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6 A. Attachment A is a sample of the individual short-term incentive performance targets for an
7 executive position (President & Chief Executive Officer individual targets for 2021).
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9 Attachment B is a sample of the individual short-term incentive performance targets for a
10 director position (Director, St. John’s Region individual targets for 2021).

**Sample of the Individual Targets for
an Executive Position**

**President & Chief Executive Officer
2021**

Category	Target	Payout			
		Weight	0%	100%	200%
Stakeholder Relations	Provide leadership with a customer focus on matters related to the electricity sector.	25%	Subjective	Subjective	Subjective
Financial Results	Provide leadership in delivery of financial results.	20%	Subjective with minimum earnings of \$40.2M	Subjective with minimum earnings of \$43.5M	Subjective with minimum earnings of \$46.8M
Safety	Provide leadership in enhancing employee, contractor and public safety (with consideration of injury frequency rate and reduction of high potential incidents).	20%	Subjective	Subjective	Subjective
Reliability & Customer Service	Enhance service to and maintain reliability for customers.	20%	Subjective	Subjective	Subjective
People Leadership	Focus on succession of the leadership team. Promote and foster a people culture to increase employee engagement.	15%	Subjective	Subjective	Subjective

**Sample of the Individual Targets for
a Director Position**

**Director St. John's Region
2021**

Target	<p>Achieve 2021 operating expenditure plan and 1% overall operating cost reduction from previous year.</p> <p>Deliver on customer operational services metrics, reliability targets and T&D inspection and maintenance plan.</p>	<p>Provide leadership in safety management and prevention of unsafe incidents, injury and public contacts.</p> <p>Foster a mature safety culture and deliver on safety programs, improvement initiatives (emphasis on quality of Tailboards), training and leading indicators.</p>	<p>Deliver 2021 capital program and projects on time and within budget.</p> <p>Lead 5 year capital plan development for St. John's to maintain reliable operations and address areas needing reliability and O&M cost improvement.</p> <p>Ensure efficient utilization of resources and maximize use of operational technologies to achieve overall workforce productivity improvement.</p>	<p>Lead employee development and planning for succession.</p> <p>Build employee morale and strengthen union and management relationships.</p> <p>Lead on strengthening the culture of innovation and advancing video based learning in regional operations.</p>	<p>Lead T&D work methods development with emphasis on safety, efficiency and building hotline work competency and capabilities.</p> <p>Determine if there is a business case for NP purchasing off-road insulated boom machine for T&D hot work.</p> <p>Lead in community and customer relations and establishing multi-municipality working group.</p>
Weight	30%	25%	20%	15%	10%
Payout	Subjective	Subjective	Subjective	Subjective	Subjective