2014 Performance Contract Payment (Based on 2013 Performance) ¹ Hydro Employees and Hydro Leadership Team										
Position	Salary	Eligible Percent								
VP, Systems Operation & Planning ⁴	\$ 190,000	20%								
VP, Newfoundland & Labrador Hydro ²⁴	\$ 210,000	20%								
Senior Legal Counsel ⁴	\$ 143,203	10%								
Manager, TRO Northern	\$ 141,223	10%								
Manager, TRO Labrador	\$ 130,397	10%								
Manager, TRO Central	\$ 158,150	15%								
Manager, Transmission Planning & Integration Support	\$ 143,220	15%								
Manager, Thermal Generation ⁴	\$ 155,993	15%								
Manager, Systems Operation & Integration Support	\$ 150,675	15%								
Manager, Rates and Regulatory ⁴	\$ 142,551	15%								
Manager, Project Execution Regulated ⁴	\$ 141,064	10%								
Manager, Hydro Generation ⁴	\$ 128,806	10%								
Manager, Generation & Rural Planning	\$ 136,710	10%								
General Manager, TRO ⁴	\$ 150,182	15%								
Divisional Controller Electric Utilities ⁴	\$ 140,668	10%								
Manager, Environmental Services ⁴⁵	\$ 128,801	10%								
Manager, Exploits and Menihek Generation ⁴⁵	\$ 143,500	10%								
Manager, Human Resources and Labour Relations ⁴⁵	\$ 158,150	15%								
Manager, Safety and Health ⁴⁵	\$ 135,241	10%								
Senior Corporate Planning Analyst ^{4 5}	\$ 128,801	10%								
Total Eligible Payout ³	5 6	\$316,791								
Total Actual Payou	t ⁶	\$246,965								

NOTES:

¹ Payment in 2014 are based on 2013 performance. ² Full Performance Contract provided separately. ³ Adjusted to reflect proration for new positions.

⁴ Members of Hydro Leadership Team.

⁵ Nalcor Energy Employee – Any payments were made by Nalcor Energy, not by Newfoundland & Labrador Hydro.

⁶ Totals do not include any payments made by Nalcor Energy to Nalcor Energy employees.

2013 PERFORMANCE CONTRACT - CI	EO DEDODTS		· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·	l .	<u> </u>	1
2013 PERFORIVIAINCE CONTRACT - C	EU KEPUKIS	1		*.			
Line of Business/Division:		Nalcor Energy		CEO Signature:			
Department/Region:		System Operations and Planning	ļ	CCO Signature.			
Positions		Vice President, System Operations and Planning		Incumbent Signature:			
Incumbent	T	Vice President, System Operations and Planning	1	titicompeni aignature:			
Salary		\$100 000 00	 	D-t-			<u> </u>
Salary	i	\$190,000.00		Date:			 -
DATE OF THE STATE	8004						<u> </u>
PART A - Corporate KPI's:	30%		Т				
Performance Indicator	Weight	Threshold		<u>Target</u>		Opportunity	
		Performance Level	Salary Weighted	Performance Level	Salary Weighted	Performance Level	Salary Weighted
			Score		Score		Score
Goal 1: Safety	20.00%		15.00%		20.00%		25.00%
Lead/Lag ratio		>= 550:1	0.900%	>= 600:1	1.20%	>= 750:1	1.50%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.67500%	>= 95% of evironmental leadership targets completed	0.90%	>= 97% of environmental leadership targets completed	1.13%
Goal 3: Business Excellence Financial Performance	20.00%	Net income >= \$66.6 million	0.900%	Net income >= \$87.5 million	1.20%	Net income >= \$111.9 million	1.50%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.4500%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.60%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.75%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.4500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization — Phase 3 — execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)		Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.75%

Line of Business/Division:		Nalcor Energy		CEO Signature:			
Department/Region:		System Operations and Planning					
Position:		Vice President, System Operations and Planning		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.562500%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.75%	Target + complete 20% of planned 2014 activities.	0.94%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LiL within approved cost and schedule, and forecast final cost and schedule are on track.	0.562500%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.75%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.94%
otal Part A:	100.00%		4.50%		6.00%		7.50%

2013 PERFORMANCE CONTRACT - CE	O DEDODTS						
2013 PERFORIVIANCE CON TRACT - CE	C REPORTS						
Line of Business/Division:		Nalcor Energy		CEO Signature:		1 2 1 1 1 1 1 1 1 1	
Department/Region:		System Operations and Planning					
Position:		Vice President, System Operations and Planning		Incumbent Signature:	-		
Incumbent:		3					
PART B - Divisional/Department		70%			-		
Performance Indicator		<u>Threshold</u>		<u>Target</u>		Opportunity	
•		Performance Level	Salary	Performance Levei	Salary	Performance Level	Salary
Ī			Weighted		Weighted]	Weighted
		<u></u>	Score		Score		Score
Safety			15.00%		20.00%		25.00%
Line of Business/Divisional Safety Performance	14.29%	0 injuries + total observations are >= 80% of the Nalcor per capita	1.500%	0 injuries + total observations are >=100% of the Nalcor per capita	2.000%	0 injuries + total observations are >=120% of the Nalcor per capita	2.500%
FELT Leadership	14.29%	N/A	1.500%	360 FELT Leadership score >= 8.0 + complete >= 2 field safety tours	2.000%	360 FELT Leadership score >= 11.0 + complete >= 4 field safety tours	2.500%
Primary Goal(s)							
Complete a RACI identifying interfaces between System Operations &Planning and NLH,CF(L)co,PÉTS,MFALIL/ML Project Team and New Business	17.14%	RACI complete R's, A's, C's and I's defined	1.800%	Measures in place to confirm due process is being followed	2.400%	90% ÷ compliance with process	3.000%
Finalize transitional structure and staffing for the System Operations and Planning Division	17.14%	Structure in place and 80% staffed	1.800%	100 % staffed	2.400%	Documented line of sight on future state	3.000%
Financial Performance (see note)	17.14%	1% or less above 2013 budget	1.800%	2013 budget	2.400%	>= 2.5% below 2013 budget	3.000%
Secondary Goals							
.CP/ Operations Interface Management	10.00%	Interfaces identified and management plan developed	1.050%	Interface management plan fully functional	1.400%	Interface management plan expaned to include Maritime Link and Emera	1.750%
//F/LIL/ML Ready For Operations RFO) Plan	10.00%	RFO plan definition and documentation 80 % complete	1.050%	RFO plan and definition complete	1.400%	RFO plan complete and some elements activated and functional	1.750%
otal Part B:	100.00%		10.50%		14.00%		17.50%
lotes:				, , , l			

2013 PERFORMANCE CONTRACT - C	EO REPORTS						
Line of Business/Division		Nalcor Energy		CEO Signature:			
Department/Region	-						
Position:		Senior Legal Counsel		Incumbent Signature:		<u> </u>	
Incumbent							
Salary		\$143,203.18		Date:			
	1						
PART A - Corporate KPI's:	30%			<u>,</u>		· · · · · · · · · · · · · · · · · · ·	
Performance Indicator	Weight	Threshold		<u>Target</u>		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Şalary Weighted Score
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.60%	>= 750:1	0.90%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.45%	>= 97% of environmental leadership targets completed	0.68%
Goal 3: Business Excellence	-						
Financial Performance	20.00%	Net income >= \$86.6 million	0.300%	Net income >= \$87.5 milion	0.60%	Net income >= \$111.9 million	0.90%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.1500%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.30%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.45%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.1500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization – Phase 3 – execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.30%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.45%

Line of Business/Division:		Nalcor Energy		CEO Signature:			
Department/Region:							
Position:		Senior Legal Counsel		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.187500%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.38%	Target + complete 20% of planned 2014 activities.	0.56%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.187500%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.38%	Planned 2013 scope for MF/LiL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.56%
tal Part A:	100.00%		1.50%		3.00%		4.50%

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2013 PERFORMANCE CONTRACT - CE	EO REPORTS						
, <u>1</u> =							
Line of Business/Division:		Naicor Energy		CEO Signature:			
Department/Region:							
Position:		Senior Legal Counsel		Incumbent Signature:	<u> </u>		
Incumbent:		j					
PART B - Divisional/Department	al Targets:	70%					
Performance Indicator		<u>Threshold</u>		Target		<u>Opportunity</u>	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
			Weighted	İ	Weighted		Weighted
			Score		Score	1	Score
Safety			5.00%		10.00%		15.00%
							13.0070
Safety Performance	10.00%	(i) Zero medical treatment and lost time injuries for Department and (ii) Departmental Safety Lead/Lag Ratio is >=55.0 and (iii) Personal SWOP observations >=11 and (iv) Submission of 6 SWOPs by end of Q3.	0.350%	(i) Zero medical treatment and lost time Injuries for Department <u>and</u> (ii) Departmental Safety Lead/Lag Ratio is >=75:0 <u>and</u> (iii) Personal SWOP observations >=16 <u>and</u> (iv) Submission of 8 SWOPs by end of Q3.	0.700%	(i) Zero medical treatment and lost time injuries for Department <u>and</u> (ii) Departmental Safety Lead/Lag Ratio is >=105:0 <u>and</u> (iii) Personal SWOP observations >=22 <u>and</u> (iv) Submission of 10 SWOPs by end of Q2.	1.050%
Line of Business/Divisional Safety Performance	10.00%	(i) Visit at least 1 Nalcor company facility/office external to Hydro Place and actively participate in and document a safety inspection, tailboard, or other similar type boots on the ground safety related activity with employees and (ii) External legal counsel that you supervise or interact with submit SWOP's/present safety moments of a combined total of >= 4.	0.350%	(i) Visit Nalcor facilities/offices external to Hydro Place on at least 2 occasions and on each visit actively participate in and document a safety inspection, tailboard, or other similar type boots on the ground safety related activity with employees and (ii) External legal counsel that you supervise or interact with submit SWOP's/present safety moments of a combined total of >= 5.	0.700%	(i) Visit 3 different Nalcor facilities /offices external to Hydro Place and on each visit and actively participate in and document a safety inspection, tallboard, or other similar type boots on the ground safety related activity with employees and (ii) External legal counsel that you supervise or interact with submit SWOP's/present safety moments of a combined total of >=10.	1.050%
FELT Leadership	8.57%	(i) Engage in at least 1 BeSafe interaction with employees and submit a SWOP observation and (ii) 360 Felt Leadership score >= 8.0.	0.300%	(i) Engage in at least 3 BeSafe interactions with employees and submit a SWOP observations for each and (ii) Complete a safety inspection of another floor in Hydro Place and submit any SWOP observations and (iii) 360 Felt Leadership score ≻= 9.0.	0.600%	((i) Engage in at least 5 8eSafe interactions with employees and submit a SWOP observations for each <u>and</u> (ii) Complete a safety inspection of another floor in Hydro Place and submit any SWOP observations <u>and</u> (iii) 360 Felt Leadership score >= 11.0.	0.900%
Primary Goal(s)							
Operations	17.14%	Complete <u>one</u> of the following: (i) Execution of operating agreement between Nalcor and Hydro for Exploits Generating Facilities <u>or</u> (ii) Execution of agreement with former owner of Exploits hydro facilities in settlement of ail outstanding issues	0.500%	Complete two of the following: (i) Execution of operating agreement between Nalcor and Hydro for Exploits generating facilities by September 30, 2013 or (ii) Execution of agreement with former owner of Exploits hydro facilities in settlement of all outstanding issues by June 30, 2013 or (iii) Transfer of ownership of Exploits hydro facilities to Nalcor company by January 31, 2014.	1.200%	Complete <u>all</u> of the following: (i) Execution of operating agreement between Nalcor and Hydro for Exploits hydro facilities by June 30, 2013 <u>and</u> (ii) Execution of agreement with former owner of Exploits hydro facilities in settlement of all outstanding issues by April 30, 2013 <u>and</u> (iii) Transfer of ownership of Exploits hydro facilities to Nalcor company by December 15, 2013.	- 1.800%

2013 PERFORMANCE CONTRACT - CE		1					
Line of Business/Division:		Nalcor Energy		CEO Signature:			·
Department/Region:							
Position:		Senior Legal Counsel		Incumbent Signature:			
Incumbent:							
NL Hydro Regulatory	17.14%	(i) Readiness to file General Rate Application (GRA) when required <u>and</u> complete <u>one</u> of the following: (ii) Filing of Capital Budget Application by August 30, 2013 <u>and</u> (iii) Completion of a minimum of 75% of first round of Capital Budget RFIs by November 15, 2013 <u>or</u> (iv) Obtain and implement regulatory direction from Shareholder on Industrial RSP issues by December 15, 2013.	0.600%	(i) Readiness to file General Rate Application (GRA) when required <u>and</u> complete <u>two</u> of the following: (ii) Filing of Capital Budget Application by August 15, 2013 <u>or</u> (iii) Completion of a minimum of 90% of first round of Capital Budget RFIs by October 31, 2013 <u>or</u> (iv) Obtain and implement regulatory direction from Shareholder on Industrial RSP issues by September 30, 2013.	1.200%	Complete <u>all</u> of the following: (i) Filing of GRA and receipt of PUB order or settlement of significant GRA issues by January 30, 2014 <u>and</u> (ii) Filing of Capital Budget Application by August 1, 2013 <u>and</u> (iii) Completion of all first round of Capital Budget RFIs by September 30, 2013 <u>and</u> (iv) Obtain and implement regulatory direction from Shareholder on industrial RSP issues by July 15, 2013.	1 9000/
Growth	17.14%	Complete one of the following: (i) Execution of Agreements by Nalcor and NLH with respect to purchase and transmission of power from Lower Churchill Project or (ii) Filing of capital budget application to PUB seeking approval of third 230 kV circuit from BDE to Western Avalon by October 31, 2013 or Filing of capital budget application to PUB of Avalon CGT by November 30, 2013.	0.600%	Execution of Agreements by Nalcor and NLH with respect to purchase and transmission of power from Lower Churchilf Project and complete one of the following: (ii) Filing of capital budget application to PUB seeking approval of third 230 kV circuit from BDE to Western Avalon by August 31, 2013 and completion of RFIs by October 15, 2013 or (iii) Filing of capital budget application to PUB of Avalon CGT by September 30, 2013 and completion of RFIs by November 15, 2013.	1.200%	Complete <u>all</u> of the following: (i) Execution of Agreements by Nalcor and NLH with respect to purchase and transmission of power from Lower Churchill Project by August 31, 2013 <u>and</u> (ii) Filing of capital budget application for third 230 kV circuit from BDE to Western Avalon and PUB approval by December 31, 2013 <u>and</u> (iii) Filing of capital budget application of Avalon CGT and PUB approval by December 31, 2013.	
Secondary Goals	·						
Business ⊑xcellence	10.00%	Finalize Legal Framework for Excellence in accordance with Dept. Plan and include in draft 2014-2018 Department Plan <u>and</u> (ii) Finalization (initialing) of new Power Contract with IOC.	0.350%	(i) Finalize Legal Framework for Excellence in accordance with Dept. Plan and include in draft 2014-2018 Department Plan and (ii) Finalization (initialing) of new Power Contract with IOC by July 31, 2013.	0.700%	Finalize Legal Framework for Excellence in accordance with Dept. Plan and include in draft 2014-2018 Department Plan and (ii) Execution of new Power Contract with IOC by May 31, 2013.	1.050%
Personal and Department Plan Initiatives	10.00%	(i) Completion of 75% of the 2013 Department Plan initiatives <u>and</u> (ii) Completion of all but two of the Department Plan initiatives that I am responsible for in whole or in part.	0.350%	(i) Completion of 90% of the 2013 Department Plan Initiatives <u>and</u> (ii) Completion of all but one of the Department Plan Initiatives that I am responsible for in whole or in part.	0.700%	(i) Completion of 100% of the 2013 Department Plan initiatives and (ii) Completion of all Department Plan initiatives that you are responsible for in whole or in part.	1.050%
otal Part B:	100.00%		3,50%		7.00%		10.50%
lotes:							

2013 PERFORMANCE CONTRACT - V	P REPORTS						1
Line of Business/Division	:	NL Hydro		VP Signature:			
Department/Region:	:	TRO					
Position	:	Manager, TRO Northern		Incumbent Signature:			
Incumbent							
Salary		\$141,223.42		Date:			
	j	I					
PART A - Corporate KPI's:	30%		-		•		
Performance Indicator	Weight	Threshold		Target		Opportunity	Ü
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.60%	>= 750:1	0.90%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.45%	>= 97% of environmental leadership targets completed	0.68%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= 86.6x million	0.300%	Net income >≖ \$87.5 milion	0.60%	Net income >= \$111.9 million	0.90%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.1500%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.30%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.45%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.1500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization — Phase 3 — execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.30%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.45%

2013 PERFORMANCE CONTRACT - VE	REPORTS						
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		TRO	-			" 	
Position:		Manager, TRO Northern		Incumbent Signature:		" "	
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 90% of planned 2013 activities	0.187500%	Complete 2013 activities: data acquisition including completion of 2012-13 regional selsmic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.38%	Target + complete 20% of planned 2014 activities.	0.56%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.187500%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.38%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.56%
Total Part A:	100.00%		1.50%		3.00%		4.50%

Use of Rusiness, Directions N. Hydron 10 10 10 10 10 10 10 1	2013 PERFORMANCE CONTRACT - VI	REPORTS						
Department/Negletic Name								
PostBook Marager 170 Northern	Line of Business/Division:		NL Hydro		VP Signature;			ì
Martin District	Department/Region:		TRO					
Performance infector	Position:		Manager, TRO Northern		Incumbent Signature:			
Tereshold Salety Performance Livel Salety Performance Livel Salety Performance Livel Salety Performance Livel Salety Salety Performance Livel Salety Salety Salety Performance Livel Salety Salety Salety Performance Livel Salety Salety Performance Livel Salety	Incumbent:							
Performance Level Salary Performance Level Salary Performance Level Salary Wighted Score Sco	PART B - Divisional/Department	al Targets:	70%					
Performance Level Salary Performance Level Salary Performance Level Solary Weighted Socre So		_			·			
Performance Level Salary Performance Level Salary Performance Level Salary Wiginster Score S	Performance Indicator		Threshold	ĺ	Target		Opportunity	
Meghted Sorre So				Salary		Salary		Salary
Score Scor				Weighted		,		
15.00% 1				_		-		
Line of Statistics (District Statistics (District Statistics) 14.29% DEFT ATRice 1.30 (Effectively < 1) 0.500% DEFT ATRice 0.30 (effectively < 1) 1.000% 340 FELT score > 1.500% 1.500%	Safety							
Performance 34.69% DEPT AFRE-3.00 (Intercrive) (-1) 0.500% DEPT AFRE-3.00 DEPT	-					10.0070		13,00%
FELT Leadership 14.25% N/A 0.500% 360 FELT vorce >=\$1.0 1.000% 360 FELT score >=\$1.0 1.500%		14.29%	DEPT AIFR<= 1.30 (Effectively <=1)	0.500%	DEPT AIFR<=0.80 (effectively <=0)	1.000%	DEPT AIFR<=0.75 and REG OPS Division<=0.75	1.500%
		14 309/	N/A	0.500%	350 551 T > -8 0	1.0000/	2005517	4.5000/
Asset Management Strategy	reti teadership	14.25%	N/A	U.3UU76	350 FEL3 SCORE ≥=8.0	1.000%	350 FELI SCORE >=11.0	1.500%
Asset Management Strategy								
1.00% 1.00	Primary Goal(s)		1					
1.00% 1.00								
1.00% where LOB in indicated as having a role 1.00% where LOB in indicated as having a role 1.00% where LOB in indicated as having a role 1.00% where LOB in inducated as having a role 1.00% where LOB in inducated as having a role 1.00% where LOB in inducated as having a role 1.00% where LOB in inducated as having a role 1.00% where LOB in inducated as having a role 1.00% 1.050%	4 + \$ 4	27 2 20/	Per Threshold in Corporate Goal Document	n coon.	Per Target in Corporate Goal Document where	* 2000	Per Opportunity in Corporate Goal Document	
Voc Continuity Northern SAIDI <	Asset Management Strategy	17.14%	where LOB in indicated as having a role	0.500%	LOB in indicated as having a role	1.200%		1.800%
teliability (Transmission) 10.00% T-SAIFI Forced <= 1.50 (NLH 5 Year Average) 0.350% T-SAIFI Forced <= 0.85 0.700% T-SAIFI Forced <= 0.61 (CFA top quartile) 1.050% inancial Performance DEFT excluding EFB, GI and FB) 11.43% <= 56.646M 0.400% <= 56.580M 0.800% 0.800% <= 56.482m 1.200% inancial PERFORMANCE ALL TRO secondary Goals 6.71% Complete 85% of PMs 0.200% Complete 95% of PMs 0.500% Complete 95% of PMs 0.750% Complete 100% of PMs 0.750% 1.050%			_				, and the second	
teliability (Transmission) 10.00% T-SAIFI Forced <= 1.50 (NLH 5 Year Average) 0.350% T-SAIFI Forced <= 0.85 0.700% T-SAIFI Forced <= 0.61 (CFA top quartile) 1.050% 1.1.43% <= 56.646M 0.400% <= 56.580M 0.800% <= 56.482m 1.200% 1.200% 1.200% <= 536.719M 0.400% <= 536.719M 0.400% <= 536.168M 0.800% <= 536.168M 0.800% 6 0.800% Complete 95% of PMs 0.750% Complete 100% of PMs 0.750% 1.050%				<u> </u>				
teliability (Transmission) 10.00% T-SAIFI Forced <= 1.50 (NLH 5 Year Average) 0.350% T-SAIFI Forced <= 0.61 (CFA top quartile) 1.050% 1.050% T-SAIFI Forced <= 0.61 (CFA top quartile) 1.050% 1.050% 1.050% 1.050% T-SAIFI Forced <= 0.61 (CFA top quartile) 1.050%					ļ			
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2013 PERFORMANCE CONTRACT - V	PREPORTS						L
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Line of Business/Division:		NL Hydro		VP Signature:			İ
Department/Region:		TRO					
Position:		Manager, TRO Labrador		Incumbent Signature:			
Incumbent					·		
Salary:		\$130,397.00		Date:			
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PART A - Corporate KPI's:	30%						•
Performance Indicator	Weight	Threshold	1	Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.60%	>= 750:1	0.90%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.45%	>= 97% of environmental leadership targets completed	0.68%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$66.6 million	0.300%	Net income >= \$87.5 miltion	0.60%	Net income >= \$111.9 million	0.90%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.1500%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.30%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.45%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.1500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization — Phase 3 — execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.30%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management fraining and skills development built into personal development plans for key functional roles; create asset management general information portal.	

2013 PERFORMANCE CONTRACT - VF	REPORTS						
Line of Business/Division:		Nt Hydro		VP Signature:			
Department/Region:		TRO					
Position:		Manager, TRO Labrador		Incumbent Signature:			
Incumbent:				9			
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.187500%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.38%	Target + complete 20% of planned 2014 activities.	0.56%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.187500%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.38%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.56%
otal Part A:	100.00%		1.50%		3.00%		4.50%
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Line of Business/Division: Nit Hydro VP Signature:	2013 PERFORMANCE CONTRACT - V	P REPORTS		1				
Department/ Region Manage, TRO Labrador	2013 FEIR ORTHAGE CONTINUES - VI	1			-			
Department Position Manage, TRO Mana	Line of Business/Division:		NL Hydro		VP Signature:			
Post Post								
PART 8 - Divitional/Operantments Targets 75% 1.000 1			Manager, TRO Labrador		Incumbent Signature:			
Performance Indigate		4						
Performance Indigener	PART 8 - Divisional/Department	tal Targets:	70%					
Performance Level		Ī	1					
Performance Level	Performance Indicator		Threshold		Target		Opportunity	
Secret Score Sco			Performance Level	Salary	Performance Leve!	Salary	Performance Level	Salary
Selection Sele				Weighted		Weighted		Weighted
The of Surface Philadoral Safety 14.29% DEPT AFRec 1.80 (Effectively e-cl) 0.500% DEPT AFRec 2.80 (effectively e-cl) 1.000% DEPT AFREC 3.80 (effectively e-cl) 1.500% 1.500% DEPT AFREC 3.80 (effectively e-cl) 1.500% 1.500% DEPT AFREC 3.80 (effectively e-cl) 1.500% DEPT				Score		Score	;	Score
The of Suntest/Divisional Safety 14.29% DEFT AIRNO-180 (Effectively <-1) 0.500% DEFT AIRNO-180 (Effectively <-1) 1.500% DEFT AIRNO-180 (Effe	Safety			5.00%		10.00%		15.00%
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Primary Goal(s) Asset Management Strategy 17.34% Per Threshold in Corporate Goal Document where LOB in indicated as having a role 1.600% Svc Condinuity Lab. SAIDI ← 10.00% 8.00 0.350% 6.79 0.700% 6.00 1.050% Reliability (Transmission) 10.00% T-SAIFI Forcad ← 1.50 (NU1 5 Year Average) 0.350% T-SAIFI Forced ← 0.85 0.700% T-SAIFI Forced ← 0.61 (CEA top quartile) 1.050% Primancial Performance DEPT careful and Performance DEPT (Set And Performance) Financial Performance DEPT (Set And Performance) Financial Performance Aut TRO (Set And Performance) Financial Performance Aut TRO (Sec And Performance) Financial Performance Aut TRO (Sec And Performance) Financial Performance Aut TRO (Sec And Performance) Financial Performance Aut TRO (Sec And Performance) Financial Performance Aut TRO (Sec And Performance) Secondary Goals 7.14% Complete 75% of 9Ms 0.250% Complete 90% of PMs 0.500% Complete 90% of PMs 0.500% 1.050% 1.050% Complete 90% of PMs 0.750% 1.050%	T .	14.29%	DEP! AIFK<= 1.80 (Effectively <=1)	0.500%	DEPT AIRK<=U.80 (effectively <=U)	1.000%	OPS Division<=0.75	1.500%
Asset Management Strategy 17.14% Per Investoid in Corporate Goal Document where LOS in Indicated as having a role where LOS in Indicated as having a role LOS in Indicated as	FELT Leadership	14.29%	N/A	0.500%	360 FELT score >=8.0	1.000%	360 FELT score >=11.0	1.500%
Asset Management Strategy 17.14% Per Investoid in Corporate Goal Document where LOS in Indicated as having a role where LOS in Indicated as having a role LOS in Indicated as								
Asset Management Strategy 17.14% Per Investoid in Corporate Goal Document where LOS in Indicated as having a role 1.800% 5vc Continuity Lab. SAIDI <= 10.00% 8.00 0.350% 6.79 0.700% 6.00 1.050% 6elability (Transmission) 10.00% T.SAIF Forcest <= 1.50 (NLH 5 Year Average) 0.350% T.SAIF Forcest <= 0.85 0.700% T.SAIF Forcest <= 0.61 (CEA top quartile) 1.050% Financial Performance DEPT (excluding EPR, Grand FB) 5.71% <= 55.026M 0.400% <= 55.968M 0.800% <= 55.979M 0.400% <	Primary Goal(s)							
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No. No.			Per Threshold in Corporate Goal Document		Per Target in Cornorate Goal Document where		Per Opportunity in Cornerate Goal Secument	
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Reliability (Transmission) 10.00% T-SAIFI Forced <= 1.50 (NLH 5 Year Average) 0.350% T-SAIFI Forced <= 0.85 0.700% T-SAIFI Forced <= 0.61 (CEA top quartile) 1.050%			Interested to the transfer of	ļ	and the state of t		i i i i i i i i i i i i i i i i i i i	
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All Other Workplan Objectives 10.00% items have been completed 0.350% objectives have been completed 0.700% objectives have been completed 1.050% objectives have been completed 1.050% objectives have been completed 1.050%	Isolated Distribution)	7.2170	complete 7570 of 7 MS	0.23070	Complete State 1	0.200,0	33,113.4 233,5 4.1 1.1.3	
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	All Other Workplan Objectives	10.00%	items have been completed	0.330%	objectives have been completed	0.70070	objectives have been completed	1.05070
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2013 PERFORMANCE CONTRACT - V	P REPORTS					1	
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Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:	:	TRO					
Position:	:	Manager, TRO Central		Incumbent Signature:			
Incumbent:							
Salary:		\$158,150.00		Date:		1	
PART A - Corporate KPI's:	30%						
Performance Indicator	Weight	Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%		10.00%		15.00%		20.00%
Lead/Lag ratio		>= 550:1	0.600%	>= 600:1	0.90%	>= 750:1	1.20%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.68%	>= 97% of environmental (eadership targets completed	0.90%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$66.6 million	0.600%	Net income >= \$87.5 milion	0.90%	Net income >= \$111.9 million	1.20%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.3000%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.45%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.60%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.3000%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization – Phase 3 – execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Fallure Analysis)	0.45%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.60%

013 PERFORMANCE CONTRACT - VI	REPURIS	r ·					i
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		TRO					
Position:		Manager, TRO Central		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.375000%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.56%	Target + complete 20% of planned 2014 activities.	0.75%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.375000%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.56%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.75%
otal Part A:	100.00%		3.00%		4.50%		6.00%

2013 PERFORMANCE CONTRACT - V	DEPOPTS		i -			1	T
2013 PERFORMANCE CONTRACT - VI	P REPURIS	T	 				
Line of Business/Division:		NL Hydro		VP Signature:			
•	 	TRO	 	VP Signature:			
Department/Region:							
Positions		Manager, TRO Central		Incumbent Signature:			
Incumbent	1					<u></u>	
PART B - Divisional/Department	tal Targets:	70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary Weighted	Performance Level	Salary Weighted	Performance Level	Salary Weighted
			Score		Score		Score
Safety			10.00%		15.00%		20.00%
Une of Business/Divisional Safety Performance	14.29%	DEFT AIFR<= 0.95 (Effectively <=1)	1.000%	DEPT AIFR<=0.80 (effectively <=0)	1.500%	DEPT AIFR<=0.75 and REG OPS Division<=0.75	2.000%
FELT Leadership	14.29%	N/A	1.000%	360 FELT score >=8.0	1.500%	360 FELT score >=11.0	2.000%
			1				
Primary Goal(s)							
Asset Management Strategy	17.14%	Per Threshold in Corporate Goal Document where LOB in indicated as having a role	1.200%	Per Target in Corporate Goal Document where LOB in indicated as having a role	1.800%	Per Opportunity in Corporate Goal Document where LOB in inducated as having a role	2.400%
Svc Cont TRO C SAIDI	10.00%	7.00	0.700%	5.57	1.050%	5.00	1.400%
Reliability (Transmission)	10.00%	T-SAIFI Forced <= 1.50 (NLH S Year Average)	0.700%	T-SAIFI Forced <=0.85	1.050%	T-SAIFI Forced <=0.61 (CEA top quartile)	1.400%
Financial Performance DEPT (excluding EFB,GI and FB)	11.43%	<=\$11.230M	0.800%	<#\$11.119M	1.200%	<=\$10.952M	1.600%
Financial PERFORMANCE ALL TRO (excluding EFB,GI and FB)	5.71%	<=\$37.086M	0.400%	<=\$36.719M	0.600%	<=\$36.168M	0.800%
Secondary Goals							
PM Completion TROC	7.14%	Complete 75% of PMs	0.500%	Complete 90% of PMs	0.750%	Complete 100% of PMs	1.000%
All Other Workplan Objectives	10.00%	75% or more of the department's 2012 workplan items have been completed	0.700%	90% or more of the department's workplan objectives have been completed	1.050%	190% or more of the department's workplan objectives have been completed	1.400%
Total Part B:	190.00%		7.00%		10.50%		14.00%
lotes:							

2013 PERFORMANCE CONTRACT - V	P REPORTS						
Line of Business/Division		NL Hydro		VP Signature:			
Department/Region:	:	System Operations and Planning	j				
Position	:	Manager, TL Planning and Integration	1	Incumbent Signature:			
incumbent	:						
Salary		\$143,220.00		Date:			
			1				
PART A - Corporate KPI's:	30%			'	· · · · · · · · · · · · · · · · · · ·		
Performance Indicator	Weight	Threshold	· ·	Target		Opportunity	T
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%	1	10.00%		15.00%		20.00%
Lead/Lag ratio		>= 550:1	0.600%	>= 600:1	0.90%	>= 750:1	1.20%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.68%	>= 97% of environmental leadership targets completed	0.90%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$66.6 million	0.600%	Net income >= \$87.5 million	0.90%	Net income >= \$111.6 million	1.20%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.3000%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.45%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.60%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (Include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.3000%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization — Phase 3 — execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-tern Asset Planning; Short-tern Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.45%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	

2013 PERFORMANCE CONTRACT - VE	REPORTS						
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		System Operations and Planning					
Position:		Manager, TL Planning and Integration		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.375000%	Complete 2013 activities; data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0,56%	Target + complete 20% of planned 2014 activities.	0.75%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LiL within approved cost and schedule, and forecast final cost and schedule are on track.	0.375000%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.56%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.75%
Total Part A:	100.00%		3.00%		4.50%		6.00%
	I						

2013 PERFORMANCE CONTRACT - VI	PREPORTS			1		<u> </u>	
The state of the s							
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:	-	System Operations and Planning					·
Position:		Manager, TL Planning and Integration		Incumbent Signature:			
Incumbent:							
PART B - Divisional/Department	al Targets:	70%					
			<u>-</u> .				
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
<u> </u>	<u>}</u>		Weighted	<u> </u>	Weighted	1	Weighted
			Score	The state of the s	Score	1	Score
Safety			10.00%		15.00%		20.00%
Line of Business/Divisional Safety		0 injuries + total observations are >= 80% of the		0 injuries + total observations are >=100% of the		0 injuries + total observations are >=120% of the	
Performance	14.29%	Nalcor per capita	1.000%	Nalcor per capita	1.500%	Nalcor per capita	2.000%
FELT Leadership	14.29%	N/A	1.000%	360 FELT score >=8.0	1.500%	360 FELT score >=11.0	2.000%
1 ECV CCBCC/SAND	34.257	19/4	2,00074	300 / EEI 300/E P-0.0	1,50076	300 1201 32012 > 11.0	2.00078
Primary Goal(s)					-		
rimary dealtal						-	
Complete a RACI identifying interfaces between Transmission Planning and NLH, CF(L)co, PETS,MF/LILIML Project Team and New Business	17.14%	RACI complete R's, A's, C's and I's defined	1.200%	Measures in place to confirm due process is being followed	1.800%	90% + compliance with process	2.400%
Prepare Dept Procedure for System Impact Studies	8.57%	Draft Procedure Prepared	0.600%	Procedure Approved for Use	0.900%	Procedure in use across Nalcor	1.200%
Update procedure/format for annual transmission system review	8.57%	Draft Procedure Prepared	0.600%	Procedure Approved for Use	0.900%	Annual review completed for 2014	1.200%
Financial Performance (Dept) *See Note	11.43%	1% or less above 2013 budget(\$762,757)	0.800%	2013 budget(\$755,205)	1.200%	>= 2.5% below 2013 budget(\$736,325)	1.600%
Financial Performance (Division)	5.71%	1% or less above 2013 budget(\$2,997,689)	0.400%	2013 budget(\$2,968,009)	0.600%	>= 2.5% below 2013 budget(\$2,893,809)	0.800%
Seconday Goals			. 175				
Support a RACI identifying interfaces between System Operations Dept. and NLH, CF(L)co,PETS,MF/LIL/ML Project Team and New Business	5.00%	RACI complete R's, A's, C's and I's defined	0.350%	Measures in place to confirm due process is being followed	0.525%	90% ÷ compliance with process	0.700%
Support a RACI identifying interfaces between Transmission Planning and NLH,CF(L)co,PETS,MF/LIL/ML Project Tasm and New Business	5.00%	RACI complete R's, A's, C's and I's defined	0.350%	Measures in place to confirm due process is being followed	0.525%	90% + compliance with process	0.700%
All Other Workplan Objectives	10.00%	75% or more of the 2013 workplan items have been completed	0.700%	90% or more of the workplan objectives have been completed	1.050%	100% or more of the workplan objectives have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%

2013 PERFORMANCE CONTRACT - V	P REPORTS						
			"				
Line of Business/Division		NL Hydro		VP Signature:			
Department/Region	:						
Position	:	Manager, Thermal Generation		Incumbent Signature:			
Incumbent	:		<u>.</u>				
Salary	:	\$155,992.63		Date:			
PART A - Corporate KPI's:	30%						
Performance Indicator	Weight	Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%		10.00%		15.00%		20.00%
Lead/Lag ratio		>= 650:1	0.600%	>= 600:1	0.90%	>= 750:1	1.20%
Goal 2: Environment	15.00%						!
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.68%	>= 97% of environmental leadership targets completed	0.90%
Goal 3: Business Excellence							
Financial Performance	20.00%	National Constitution	0.500%	N	0.90%		
ritiaticiai rettormatice	20.00%	Net income >= 66.6x million	0.500%	Net income >= \$87.5 milion	0.90%	Net income >= \$111.9 million	1.20%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.3000%	Complete planned 2013 activities; refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.45%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.60%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation-plan); self-assessment of asset management maturity completed by lines of business.	0.3000%	Threshold + complete asset critically evaluation by applicable LOB; critical spares rationalization — Phase 3 — execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.45%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.60%

2013 PERFORMANCE CONTRACT - VI	P REPORTS	1					
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:							
Position:		Manager, Thermal Generation		Incumbent Signature:			
incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.375000%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.56%	Target + complete 20% of planned 2014 activities.	0.75%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.375000%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.56%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.75%
otal Part A:	100.00%		3.00%		4.50%		6.00%

Live of Suriness/Dicision	2013 PERFORMANCE CONTRACT - V	P REPORTS		1				1
Department/Report Manager, Tarmal Generation Incumbent Signatures								
Post Post	Line of Business/Division:		NL Hydro		VP Signature:			
Resumble Part Par	Department/Region:	:						
Petformance Indicator	Position:		Manager, Thermal Generation		Incumbent Signature:			
Performance Indicator	Incumbent:		"					
Performance Level Saltery Performance Level Saltery Weighted Score Soltery Performance Level Weighted Score Store Score Scor	PART B - Divisional/Department	tal Targets:	70%					
Performance Level Saltery Performance Level Saltery Weighted Score Soltery Performance Level Weighted Score Store Score Scor								
Weighted Score S	Performance Indicator		Threshold		Target	·	Opportunity	
Safety			Performance Level	Weighted	Performance Level	Weighted	Performance Level	Salary Weighted
Dept Injury of generation 24.29% DEPT AFR < 0.00 (offsectively < 0) 1.500% DEPT AFR < 0.00 (offsectively < 0) DEPT AF	C_E_+							Score
Dept Higher generation 24.2% DUP / INTRE-120 (Intrestruct 1.00% DEPT ARR-CLOS (Intrestruct 2.00% DEPT	Sarety			10.00%		15.00%		20.00%
Asset Management Strategy 17.34% Per Threshold in Corporate Goal Document where LOB is indicated as having a role 2200% Per Target in Corporate Goal Document where LOB is indicated as having a role 2200% Per Target in Corporate Goal Document where LOB is indicated as having a role 2200% Per LOB is indicated as having a role 2200							OPS Division<=0.75	2.000%
Asset Management Strategy 17.14% Per Threshold in Corporate Goal Document where LOB is indicated as having a role 1.800% Per Target in Corporate Goal Document where LOB is indicated as having a role 1.800% Per Caparitus Per Target in Corporate Goal Document where LOB is indicated as having a role 1.800% Per Caparitus Per Target in Corporate Goal Document where LOB is indicated as having a role 1.800% Per Caparitus Per Target in Corporate Goal Document where LOB is indicated as having a role 1.800% Per Caparitus Per Target in Corporate Goal Document where LOB is indicated as having a role 1.800% Per Caparitus Per Target in Corporate Goal Document where LOB is indicated as having a role 1.800% Per Caparitus Per Cap	FELT Leadership	14.29%	N/A	1.000%	360 FELT score >=8.0	1.500%	360 FELT score >=11.0	2.000%
Asset Management Strategy 17,34% Per Threshold in Corporate Goal Document where LDB is indicated as having a role 1,00% Per Target in Corporate Goal Document where LDB is indicated as having a role 1,00% Per Target in Corporate Goal Document where LDB is indicated as having a role 1,00% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,00% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,00% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,00% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,00% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB is indicated as having a role 1,000% Per Cpportunity in Corporate Goal Document where LDB	<u> </u>							
### Where LOB is indicated as having a role 1.80% 1.80% 1.80% where LOB is indicated as having a role 1.80% 1.80% where LOB is indicated as having a role 1.80% where LOB is indicated as having a role 1.80% 1.80% where LOB is indicated as having a role 1.80% 74.00	Primary Goal(s)							
Factor 10.00% 69.00 0.700% 71.29 1.050% 74.00	Asset Management Strategy	17.14%	· ·	1.200%	LOB is indicated as having a role	1.800%		2.400%
1.00% 2=99.20% 1.00% 2=99.50% 1.00% 2=99.50% 1.00% 2=99.60%		10.00%	66.00	0.700%	71.29	1.050%	74.00	1.400%
Financial Performance Reg Ops + Exploits and Menihek - System Ops Secondary Goals Multi-year Operating Plan to Plant Retirement 7.14% Multi-year Action Plan for Employee Deployment and Resention. Developed in consultation with HR and in alignment with ELAC and Communicated to Employees All Other Work plan Objectives 7.00% 7.00% 10.0		10.00%	>= 99.25%	0.700%	>= 99.50%	1.050%	>= 99.80%	1.400%
Exploits and Menihek - System Ops Secondary Goals Multi-year Operating Plan to Plant Retirement 7.14% Multi-year Action Plan for Employee Deployment and Retention. Developed in consultation with HR and in alignment with ELAC and Communicated to Employees All Other Work plan Objectives 10.00% 75% or more of the department's 2013 work plan items have been completed 7.00% 7.00% 10.00% 10.00% 10.00% of 2013 action plans completed. 10	Financial Performance DEPT less EFB	11.43%	<=20.858M (Budget +1%)	0.800%	<=\$20.651M (Budget)	1.200%	<= 20.341M{ Budget -1.5%}	1.600%
Multi-year Operating Plan to Plant Retirement 7.14% Multi-year Action Plan for Employee Deployment and Retention. Developed in consultation with HR and in alignment with ELAC and Communicated to Employees 10.50% 100% of 2013 action plans completed. 100% of 2013 action plans completed. 100% of 2013 action plans completed and at least one significant item of 2014 plan has been initiated. 10.750% 100% of 2013 action plans completed. 100% of		5.71%	<=(Budget +1.0%)	0.400%	<≖Budget	0.600%	<=(Budget -1.5%)	0.800%
Retirement 7.14% Retention. Developed in consultation with HR and in alignment with ELAC and Communicated to Employees 7.14% Retention. Developed in consultation with HR and in alignment with ELAC and Communicated to Employees 7.14% Retention. Developed in consultation with HR and in alignment with ELAC and Communicated to Employees 7.14% 7.14% Retention. Developed in consultation with HR and in alignment with ELAC and Communicated to Employees 7.14% 7.14% Retention. Developed in consultation with HR and in alignment with ELAC and Communicated to Employees 7.14% 7.14% 7.14% Retention. Developed in consultation with HR and in alignment with ELAC and Communicated to Employees 7.14% 7.14% 7.14% 7.14% 8. Retention. Developed in consultation with HR and in alignment with ELAC and Communicated to Employees 7.14%	Secondary Goals	-						
All Other Work plan Objectives 10.00% items have been completed 0.700% have been completed 1.050% objectives have been completed 7.00% 10.50%		7.14%	Retention. Developed in consultation with HR and in	0.500%	100% of 2013 action plans completed.	0.750%		1.000%
	All Other Work plan Objectives	10.00%	ł · · · · · · · · · · · · · · · · · · ·	0.700%		1.050%		1.400%
Notes:	otal Part B:	100.00%		7.00%		10.50%		14.00%

2013 PERFORMANCE CONTRACT - V	P REPORTS						
		·					
Line of Business/Division:		System Operations and Planning		VP Signature:			
Department/Region:		System Operations	ļ				
Position:		Manager, System Operations		Incumbent Signature:			<u> </u>
Incumbent:				<u> </u>			ļ
Salary:		\$150,675.00		Date:			
PART A - Corporaté KPI's:	30%						
Performance Indicator	Weight	Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%		10.00%		15.00%		20.00%
Lead/Lag ratio		>= 550:1	0.600%	>= 600:1	0.90%	>= 750:1	1.20%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.68%	>= 97% of environmental leadership targets completed	0.90%
Goal 3: Business Excellence					<u> </u>		
Financial Performance	20.00%	Net income >= \$66.6 million	0.600%	Net income >= \$87.5 million	0.90%	Net income >= \$111.6 million	1.20%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.3000%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.45%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.60%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.3000%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization — Phase 3 — execute gap closure plan from 2012; stabilize and grow technical councils (Roteting Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.45%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.60%

013 PERFORMANCE CONTRACT - VP	REPORTS						
Line of Business/Division:		System Operations and Planning		VP Signature:			
Department/Region:		System Operations					
Posítion:		Manager, System Operations		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 90% of planned 2013 activities	0.375000%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.56%	Target + complete 20% of planned 2014 activities.	0.75%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LiL within approved cost and schedule, and forecast final cost and schedule are on track.	0.375000%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.56%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.75%
otal Part A:	100.00%		3.00%		4.50%		6.00%

2013 PERFORMANCE CONTRACT - VI	PEPOPTS			1		-	
2013 PERFORMANCE CONTRACT - V	REPORTS						
Line of Business/Division:		System Operations and Planning		VP Signature:			
Department/Region:		System Operations		1			
Position		Manager, System Operations	,	Incumbent Signature:			,
Incumbent:	1						
PART B - Divisional/Department	al Targets:	70%		·			
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
			Weighted Score		Weighted Score		Weighted Score
Safety			10.00%		15.00%		20.00%
Line of Business/Divisional Safety		10 injuries + total observations are >= 80% of the Nalcor		0 injuries + total observations are >=100% of the		0 injuries + total observations are >=120% of the	
Performance	14.29%	per capita	1.000%	Nalcor per capita	1.500%	Nalcor per capita	2.000%
Felt	14.29%		1.000%	360Felt Leadership Score >=8	1.500%	350Felt Leadership Score >=11	2.000%
			2.50070		2,500,0		2.00076
Primary Goal(s)							
Complete a RACI identifying interfaces between System Operations Dept and NLH,CF(L)co,PETS,MF/LIL/ML Project Team and New Business	17.14%	RACI complete R's, A's, C's and I's defined	1.200%	Measures in place to confirm due process is being followed	1.800%	90% + compliance with process	2.400%
Work protection Code Compliance	8.57%	88%	0.600%	90%	0.900%	92%	1.200%
Support GRA Filing	8.57%	VP Judgement	0.600%	VP Judgement	0.900%	VP Judgement	1.200%
Financial Performance (Dept)	11.43%	1% or less above 2013 budget(\$2,234,932)	0.800%	2013 budget(\$2,212,804)	1.200%	>= 2.5% below 2013 budget(\$2,157,484)	1.600%
Financial Performance (Division) *See Note	5.71%	1% or less above 2013 budget(\$2,997,689)	0.400%	2013 budget(\$2,968,009)	0.600%	>= 2.5% below 2013 budget(\$2,,893,809)	0.800%
Secondary Goals							
Support a RAC! identifying interfaces between Generation and Rural Planning and NLH, CF(L)co,PETS, MF/LIJ/ML Project Team and New Business	5.00%	RACI complete R's, A's, C's and I's defined	0.350%	Measures in place to confirm due process is being followed	0.525%	90% + compliance with process	0.700%
Support a RACI identifying interfaces between Transmission Planning and NLH,CF(L)co,PETS,MF/LIL/ML Project Team and New Business	5.00%	RAC! complete R's, A's, C's and I's defined	0.350%	Measures in place to confirm due process is being followed	0.525%	90% + compliance with process	0.700%
Afi Other Workplan Objectives	10.00%	75% or more of the 2013 workplan items have been completed	0.700%	90% or more of the workplan objectives have been completed	1.050%	100% or more of the workplan objectives have been completed	1.400%
Total Part B:	100.00%	inning budget may change as a result of re-org	7.00%		10.50%		14.00%

2012 DEDEODRANNES CONTOACT	B BSBORTS						
2013 PERFORMANCE CONTRACT - V	r NEFUKIS	1	<u> </u>			 	
Line of Business/Division:		Finance		VP Signature:		1.1	
Department/Region:		Rates and Regulatory		T Significance			
Position		Manager, Rates and Regulatory		Incumbent Signature:			
Incumbent:	-	Trianager, races and regulatory		manna ang manara			
Salary:		\$142,551.16		Date:			
						-,	
PART A - Corporate KPI's:	30%			•		*	
Performance Indicator	Weight	Threshold	1	Target		Opportunity	1
1 CHOMMONEE MARCHES	Files	- TATESHOLD	Salary	<u>runger</u>	Salary	Opportunity	Salary
		Performance Level	Weighted	Performance Level	Weighted	Performance Level	Weighted
			Score		Score	To the time to the	Score
Goal 1: Safety	20.00%		10.00%		15.00%	-	20.00%
- Court Directy	20.0075		25.5070		13.00%		20:00/0
Lead/Lag ratio		>= 550:1	0.600%	>= 600:1	0.90%	>= 750:1	1.20%
					· · · · · · · · · · · · · ·		
Goal 2: Environment	15.00%		-				
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.68%	>= 97% of environmental leadership targets completed	0.90%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >≖ \$56.6 million	0.600%	Net income >= \$87.5 milion	0.90%	Net income >= \$111.9 million	1.20%
Project Execution	10.09%	Complete 80% of planned 2013 activities.	0.3000%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.45%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.60%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.3000%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization – Phase 3 – execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.45%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.60%

Line of Business/Division:		Finance	·	VP Signature:			
Department/Region:		Rates and Regulatory					
Position:		Manager, Rates and Regulatory		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.375000%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.56%	Target + complete 20% of planned 2014 activities.	0.75%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.375000%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.56%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.75%
otal Part A:	100.00%		3.00%		4.50%		6.00%

2013 PERFORMANCE CONTRACT - VI	PREPORTS						
				1			
Line of Business/Division:		Finance		VP Signature:			
Department/Region:		Rates and Regulatory					
Position:		Manager, Rates and Regulatory		Incumbent Signature:			
Incumbent:		ļ .					
PART B - Divisional/Department	al Targets:	70%					
Performance Indicator		<u>Threshold</u>	·	<u>Target</u>		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
t			Weighted		Weighted		Weighted
1			Score		Score		Score
Safety			10.00%		15.00%		20.00%
Line of Business/Divisional Safety Performance	14.29%	0 injuries + total observations are >= 80% of the Nalcor per capita	1.000%	0 injuries + total observations are >=100% of the Nalcor per capita	1.500%	O injuries + total observations are >=120% of the Nalcor per capita	2.000%
FELT Leadership	14.29%	N/A	1.000%	360 FELT Leadership score >= 8.0 + complete >= 2 field safety tours	1.500%	360 FELT Leadership score >= 11.0 + complete >= 4 field safety tours	2.000%
Primary Goal(s)							
Rates & Regulatory	17.14%	See attached	1.200%	See attached	1.800%	See attached	2,400%
Lower Churchill (Commercial & Other	17.14%	See attached	1.200%	See attached	1.800%	See attached	2.400%
Financial Performance	17.14%	1% or less above 2013 budget	1.200%	2013 budget	1.800%	>= 2.5% below 2013 budget	2.400%
Secondary Goals							
Other Regulatory Activities	10.00%	See attached	0.700%	See attached	1.050%	See attached	1.400%
All Other Workplan Objectives	10.00%	75% or more of the 2013 workplan items have been completed	0.700%	90% or more of the workplan objectives have been completed	1.050%	100% or more of the workplan objectives have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%
			į				
Notes:							

2013 Performance Contract Manager, Rates and Regulatory – Attachment

	Threshold	Target	Opportunity
Rates & Regulatory (Priority #1)	Achieve five (5) of the following: Obtain decision from Govt on the 2013/2017 Rate Plan Obtain regulatory direction from shareholder on Industrial RSP Issues. GRA ready to file with PUB. Identify & action any regulatory issues regarding 2012 Labrador Industrial rates Policy. Plan, organize and support the GRA Process Support Regulatory approval of 2014 Capital Budget Implement "single point accountability" for Regulatory Issues Complete Assessment of Regulatory Structure	Achieve six (6) of the following: Obtain decision from Govt on the 2013/2017 Rate Plan Obtain regulatory direction from shareholder on Industrial RSP Issues. GRA ready to file with PUB. Identify & action any regulatory issues regarding 2012 Labrador Industrial rates Policy. Plan, organize and support the GRA Process Support Regulatory approval of 2014 Capital Budget Revised "single point accountability" Complete Assessment of Regulatory Structure	Achieve seven (7) of the following: Obtain decision from Govt on the 2013/2017 Rate Plan Obtain regulatory direction from shareholder on Industrial RSP Issues. GRA ready to file with PUB. Identify & action any regulatory issues regarding 2012 Labrador Industrial rates Policy. Plan, organize and support the GRA Process Support Regulatory approval of 2014 Capital Budget Revised "single point accountability" Complete Assessment of Regulatory Structure
Lower Churchill (Commercial & Other) (Priority #2)	Achieve two (2) of the following: NLH-Nalcor Secondary Formal Agreements required to support financial close finalized and executed. OIC's supporting financing / cost recovery mechanism finalized. Support NL sign-off on Transmission regime Develop plan for incorporation of MF-LIL costs into regulatory process	Achieve three (3) of the following: NLH-Nalcor Secondary Formal Agreements required to support financial close finalized and executed. OIC's supporting financing / cost recovery mechanism finalized. Support NL sign-off on Transmission regime Develop plan for incorporation of MF-LIL costs into regulatory process	Achieve all of the following: NLH-Nalcor Secondary Formal Agreements required to support financial close finalized and executed. OIC's supporting financing / cost recovery mechanism finalized. Support NL sign-off on Transmission regime Develop plan for incorporation of MF-LIL costs into regulatory process

Other Regulatory	Achieve at least (4) of the following:	Achieve at least (5) of the following:	Achieve at least (6) of the following:
Activities	 Support Regulatory Process for Bell Pole Aliant Sale 	 Support Regulatory Process for Bell Pole Aliant Sale 	 Support Regulatory Process for Bell Pole Aliant Sale
	Provide Regulatory support for	Provide Regulatory support for	Provide Regulatory support for
	Exploits transfer of assets	Exploits transfer of assets	Exploits transfer of assets
	Complete Process Improvement	 Complete Process Improvement 	Complete Process Improvement
	assessment of Capital Budget	assessment of Capital Budget	assessment of Capital Budget
	Regulatory process	Regulatory process	Regulatory process
	 Complete Assessment of Regulatory 	■ Complete Assessment of Regulatory	 Complete Assessment of Regulatory
	Processes	Processes	Processes
	 Work on Bettering Relationship with the PUB 	 Work on Bettering Relationship with the PUB 	 Work on Bettering Relationship with the PUB
	Provide regulatory support towards	Provide regulatory support towards	Provide regulatory support towards the long torm financial forces:
	the long-term financial forecast	the long-term financial forecast	the long-term financial forecast
	Provide regulatory support on	Provide regulatory support on	Provide regulatory support on additional
	additional supplemental capital	additional supplemental capital	supplemental capital applications (for
	applications (for e.g. Holyrood)	applications (for e.g. Holyrood)	e.g. Holyrood)

2013 PERFORMANCE CONTRACT - V	P REPORTS		1				
	1						
Line of Business/Division:		Natcor Energy		VP Signature:			
Department/Region:		Project Execution & Technical Services					
Position:	_	Manager, Project Execution (Regulated)		Incumbent Signature:			
Incumbent:							i
Salary:		\$141,063.61		Date:			
PART A - Corporate KPI's:	30%	1					L
Performance Indicator	Weight	Threshold	1	Target	<u> </u>	Opportunity	
T OF TOT THOUSE A THOUSE OF	- Walgin	Fittestion	Şalary	Target	Salary	Оррогили	Salary
		Performance Level	Weighted Score	Performance Level	Weighted Score	Performance Level	Weighted Score
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.60%	>= 750:1	0.90%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>≂ 95% of evironmental leadership targets completed	0.45%	>= 97% of environmental leadership targets completed	0.68%
Goal 3: Business Excellence					_		
Financial Performance	20.00%	Net income >= \$66.6 million	0.300%	Net income >= \$87.5 mition	0.60%	Net income >≖ \$111.9million	0.90%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.1500%	Complete planned 2013 activities; refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.30%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.45%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning ortteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.1500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization — Phase 3 — execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.30%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.45%

2013 PERFORMANCE CONTRACT - VI	REPORTS	P-1					
Line of Business/Division:		Nalcor Energy		VP Signature:			
Department/Region:		Project Execution & Technical Services					
Position:		Manager, Project Execution (Regulated)		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.187500%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.38%	Target + complete 20% of planned 2014 activities.	0.56%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on-track.	0.187500%	Planned 2013 scope for MF/LiL within approved cost and schedule, and forecast final cost and schedule are on track.	0.38%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.56%
Total Part A:	100.00%		1.50%		3.00%		4.50%

2013 PERFORMANCE CONTRACT - VI	P REPORTS						
Line of Business/Division:		Naicor Energy		VP Signature:			
Department/Region:		Project Execution & Technical Services					
Position:		Manager, Project Execution (Regulated)	<u>.</u>	Incumbent Signature:			
Incumbent:	_						
PART B - Divisional/Department	tal Targets:	70%					
D-5		71		*			
Performance Indicator		Threshold Performance Level	Salary	Target Performance Level	Colony	Opportunity Performance Level	S-I
		Felloi:lialice cevel	Weighted	renormance Level	Salary Weighted	Performance Level	Salary
			Score		Score		Weighted Score
Safety			5.00%		10.00%		15.00%
Personal Safety Plan	10.00%	Develop Personal Safet Plan	0.350%	Perform 5 formal site safety visits using form, 2SWOPs per visit	0.700%	Personal Safety Plans developed by direct reports	1.050%
Line of Business/Divisional Safety Performance	10.00%	0 injuries + total observations are >= 80% of the Nalcor per capita	0.350%	0 injuries + total observations are >=100% of the Nalcor per capita	0.700%	0 injuries + total observations are >=120% of the	1.050%
FELT Leadership	8.57%	N/A	0.300%	360 FELT score >=8.0	0.600%	Nalcor per capita 360 FELT score >=11.0	0.900%
t eer coodersing	0.5770	N/A	0.30078	300 FEET 3007E >= 8.0	0.00076	300 FELT SCORE >=11.0	0.900%
Primary Goal(s)							
Priority Workplan Objective #1 Project Execution Development	5 /1%	Delivery of 85% of projects planned to completed	0.200%	Delivery of 90% of projects planned to completed	0.400%	Delivery of 95% of projects planned to completed	0.600%
	4.29%	Perform analysis of accuracy of 2012 resource plan Detailed resource planning for 2013 projects	0,150%	Davelop strategy to engage Oil & Gas, other LOBs in capital budget planning process	0.300%	Take first steps in implementation of strategic partnership with selected engineering and project management consultant firms (2-3)	0.450%
	4.29%	Implement earned value on key projects	0.150%	Benchmark measuring and reporting processes and prepare gap closure plan Establish KPIs on safety, quality, cost and delivery	0.300%	Go to market in Q4 2013 for 2014 capital projects (selectively target high-risk projects and those with long lead delivery equipment, materials)	0.450%
Priority Workplan Objective #2 Complete Planned 2013 Asset Management Strategic Deliverables		Execute 2013 portion of Basis of Design gap closure plan and refresh for 2014	0.125%	Perform asset criticality rankings and file with OAM	0.250%	Build asset management role related training into personal development plans for core asset management functions on a needs basis	0.375%
	3.57%	Refresh 5 year project plans and align with capital budgeting process	0.125%	Execute 2013 portion of critical spares gap closure plan (as created in 2012)	0.250%	Work with IS to create an Asset Management information access portal on the intranet	0.375%
	2.86%	Complete self-assessment surveys and use as input to strategic planning	0.100%	Exisiting Councils: REEC Councildevelop lubrication self- assessment package and multi-year initiatives plan, LTAP Council develop LTAP self-assessment package and baseline, STWPS Council develop STWPS self- assessment package and baseline, TSE Council develop standard transformer test procedure and multi-year initiatives plan, RCRFA Council develop self-assessment package	0.200%	Form new councils and establish plan forward for Dams and Dykes and Asset Owner function	0.300%
Financial Performance	10.00%	5% or less above 2013 Divisional operating budget	0.350%	On 2013 Divisional operating budget	0.700%	>= 2.5% below 2013 Divisional operating budget	1.050%
	10.00%	Capax Expanditures, (Reg & Non Reg), +/- 12%, overa[[budget variance	0.350%	Capex Expenditures, (Reg & Non Reg), +/- 10%, overall budget variance	0.700%	Capex Expenditures, (Reg & Non Reg), +/- 8%, overall budget variance	1.050%
Priority Workplan Objective #3 Technical Services Development	3.57%	Develop Tech Services Road Map for 2013	0.125%	Implementation of Tech Services Road Map for 2013	0.250%	Create next steps in development of long term Technical Services Road Map	0.375%
	3.57%	CBPs prepared for all LOBs (NLH, CF, Exploits/Menihek/Star Lake). Incorp Basis of Estimate document, prioritized and redlined	0.125%	Incorporation of WBS in the CBPs preparation for 5% of the regulated proposals	0.250%	Create next steps in program development for diesel plants	0.375%

2013 PERFORMANCE CONTRACT - VP	REPORTS						
Line of Business/Division:		Nalcor Energy		VP Signature:			
Department/Region:		Project Execution & Technical Services	· -				
Position:		Manager, Project Execution (Regulated)		Incumbent Signature:			
Incumbent:							
	2.86%	Technical support provided to Operating groups on prioritized and planned basis (50 % of priority A work)	0.100%	Technical support provided to Operating groups on prioritized and planned basis (75 % of priority A work)	0.290%	Technical support provided to Operating groups on prioritized and planned basis (95 % of priority A work)	0.300%
Priority Workplan Objective #4 System Planning & LCP Integration Development	7.14%	Paint picture of segration of tasks for System Planning and System Operator	0.250%	Rrestructured for future state with functional staffing model	0.500%	Alignment, endorsement and implementation of first steps	0.750%
All Other Workplan Objectives	10.00%	75% or more of the VP's 2013 workplan items have been completed	0.350%	90% or more of the VP's workplan objectives have been completed	0.700%	100% or more of the VP's workplan objectives have been completed	1.050%
otal Part 8:	100.00%		3.50%		7.00%		10.50%
Notes:				<u> </u>		<u></u>	

2013 PERFORMANCE CONTRACT - V	P REPORTS				į		Ţ
The Committee Committee of	1119						
Line of Business/Division:	:	NL Hydro		VP Signature:			
Department/Region:							
Position		Manager, Hydro Generation		Incumbent Signature:			
Incumbent	:						1
Salary	:	\$128,806.00		Date:			
· · · · · · · · · · · · · · · · ·							
PART A - Corporate KPI's:	30%			- Lu	L		
Performance Indicator	Weight	Threshold	T	Target	I	Opportunity	1
	, , , , , , , , , , , , , , , , , , ,	THE SHOP	Salary	Targes	Salary	<u>оррананку</u>	Salary
		Performance Level	Weighted	Performance Level	Weighted	Performance Level	Weighted
		Tarior marice acres	Score	Terrormance beller	Score	T ETTOTTIBLICE LEVEL	Score
Goal 1: Safety	20.00%		5.00%		10.00%		1
don 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.50%	>= 750:1	0.90%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.45%	>= 97% of environmental leadership targets completed	0.68%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= 66.6x million	0.300%	Net income >= \$87.5 milion	0.60%	Net income >= \$111.9 million	0.90%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.1500%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.30%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.45%
Asset Management	10.00%	Complete asset condition assessment module Implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.1500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization - Phase 3 – execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.30%	Target + initiate and plan new technical councils (dams and tiykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	

2013 PERFORMANCE CONTRACT - VE	REPORTS						
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:							
Position:		Manager, Hydro Generation		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.187500%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL,	0.38%	Target + complete 20% of planned 2014 activities.	0.56%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.187500%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.38%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.56%
otal Part A:	100.00%		1.50%		3.00%		4.50%

2012 DEDECIDADANCE CONTRACT 10	DEBORTE		i	1			
2013 PERFORMANCE CONTRACT - VI	r KEPUKIS						
Line of Business/Division:	<u> </u>	NL Hydro		VP Signature:			
Department/Region:		THE TIYLED		Signature.			
Position:		Manager, Hydro Generation		Incumbent Signature:			
Incumbent:		Wanager, Mydro Ceneration		The three is a sgride at a			
PART B - Divisional/Department		70%					
PART B - Divisional/ Department	lai raigets.	7078					
Performance Indicator	<u></u>	Threshold		Target		Opportunity	
Ferrormance marcator		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
		Tensinance eever	Weighted Score		Weighted Score	T GIVE ITALIAN GETER	Weighted
Safety		,	5.00%		10.00%		Score 15.00%
salety			3.00%		10.0076	DEST AUD - 0.75 and	15,00%
Dept= Hydro generation	14.29%	DEPT AIFR<= 1.10 (Effectively <=1)	0.500%	DEPT AIFR<=0.80 (effectively <=0)	1.000%	DEPT AIFR<=0.75 and REG OPS Division<=0.75	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT score >=8.0	1.000%	360 FELT score >=11.0	1.500%
Primary Goal(s)							
Asset Management Strategy	17.14%	Per Threshold in Corporate Goal Document where LOB in indicated as having a role	0.600%	Per Target in Corporate Goal Document where LOB in indicated as having a role	1.200%	Per Opportunity in Corporate Goal Document where LOB in inducated as having a role	1.800%
Weighted Hydro Gen Capability Factor	10.00%	91.3 (CEA Average)	0.350%	92.2	0.700%	94.69	1.050%
Reliability - Island Power System Contingency Reserve	10.00%	>= 99.25%	0.350%	>≂ 99.50%	0.700%	>= 99.80%	1.050%
Financial Performance DEPT including Star Lake less EFB	11.43%	<=(Budget +1%)	0.400%	<= (Budget)	0.800%	<= (Budget -1.5%)	1.200%
Financial Performance Reg Ops + Exploits and Menihek - System Ops	5.71%	<=(Budget +1.0%)	0.200%	<=Budget	0.400%	<=(Budget -1.5%)	0.600%
Seconday Goals					i		
Reduce net operating o/t from budget	7.14%	Meet budget	0.250%	reduce by 2%	0.500%	reduce by 5%	0.750%
All Other Workplan Objectives	10.00%	75% or more of the department's workplan items have been completed	0.350%	90% or more of the department's workplan objectives have been completed	0.700%	100% or more of the department's workplan objectives have been completed	1.050%
Total Part B:	100.00%	_	3.50%		7.00%		10.50%
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Notos:							

2013 PERFORMANCE CONTRACT - V	P REPORTS						
Line of Business/Division		NL Hydro		VP Signature:			
Department/Region		System Operations and Planning					
Position		Manager, Generation and Rural Planning		Incumbent Signature:			
Incumbent					<u> </u>		<u> </u>
Salary	:	\$136,710.00		Date:			
	. L						
PART A - Corporate KPI's:	30%						
Performance Indicator	Weight	<u>Threshold</u>		<u>Target</u>		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.60%	>= 750:1	0.90%
Goal 2: Environment	15.00%	-					
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.45%	>= 97% of environmental leadership targets completed	0.68%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$66.6 million	0.300%	Net income >= \$87.5 milion	0.60%	Net income >= \$111.6 million	0.90%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.1500%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.30%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.45%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.1500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization — Phase 3 — execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Fallure Analysis)	0.30%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	D.45%

013 PERFORMANCE CONTRACT - VI	REPORTS						
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		System Operations and Planning					
Position:		Manager, Generation and Rural Planning		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	1.2.50%	Complete 80% of planned 2013 activities	0.187500%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.38%	Target + complets 20% of planned 2014 activities.	0.56%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.187500%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.38%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.56%
otal Part A:	100.00%		1.50%		3.00%		4.50%

2013 PERFORMANCE CONTRACT - VE	DEBODTS					Ī	
2013 PERFURIVIAINCE CONTRACT - VI	REPURIS	1					
Line of Business/Division:	<u> </u>	NL Hydro		VP Signature:			
Department/Region:		System Operations and Planning		11 0/5/1441.41			
Position:		Manager, Generation and Rural Planning		Incumbent Signature:			
incumbent:						-	
PART B - Divisional/Department	al Targets:	70%	-				
<u> </u>	_ ŭ				•		
Performance Indicator		Threshold		Target		Opportunity	
		Performance Levei	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety			5.00%		10.00%		15.00%
Line of Business/Divisional Safety Performance	14.29%	0 injuries + total observations are >= 80% of the . Nalcor per capita	0.500%	0 injuries + total observations are >=100% of the Nalcor per capita	1.000%	0 injuries + total observations are >=120% of the Nalcor per capita	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT score >=8.0	1.000%	360 FELT score >=11.0	1.500%
FEE: Ceade;3;tip	14.2374	19/2	0.30076	300 FEL1 SCOTE >-0.0	1.000%	360 FEL1 \$CO16 >=17.0	1.300%
Primary Goal(s)						******	
Complete a RACI identifying interfaces between Generation & Rural Planning and NLH, CF(L)co, PETS,MF/LIL/MiL Project Team and New Business	17.14%	RACI complete R's, A's, C's and i's defined	0.600%	Measures in place to confirm due process is being followed	1.200%	90% + compliance with process	1.800%
Provide support for GRA process	8.57%	VP Judgment	0.300%	VP Judgment	0.600%	VP Judgment	0.900%
Develop new format for the annual Generation Planning Issues report, given that sanction for MF has been approved	8.57%	Internal Leadership acceptance and approval of revised format	0.300%	Report completed	0.600%	Report ทีled with PUB	0.900%
Financial Performance (Dept) *See Note	11.43%	1% or less above 2013 budget(\$762,757)	0.400%	2013 budget(\$755,205)	0.800%	>= 2.5% below 2013 budget(\$736,325)	1.200%
Financial Performance (Division)	5.71%	1% or less above 2013 budget(\$2,997,689)	0.200%	2013 budget(\$2,968,009)	0.400%	>= 2.5% below 2013 budget(\$2,893,809)	0.600%
Secondary Goals							
Support a RACI identifying interfaces between System Operations Dept. and NLH, CF(L)co,PETS,MF/LIL/ML Project Team and New Business	5.00%	RACI complete R's, A's, C's and I's defined	0.175%	Measures in place to confirm due process is being followed	0.350%	90% + compliance with process	0.525%
Support a RACI identifying interfaces between Transmission Planning and NLH, CF(L)co, PETS, MF/LIL/ML Project ream and New Business	5.00%	RACI complete R's, A's, C's and I's defined	0.175%	Measures in place to confirm due process is being followed	0.350%	90% + compliance with process	0.525%
All Other Workplan Objectives	10.00%	75% or more of the 2013 workplan items have been completed	0.350%	90% or more of the workplan objectives have been completed	0.700%	100% or more of the workplan objectives have been completed	1.050%
otal Part B: Notes: System Planning budget ma	100.00%		3.50%		7.00%		10.50%

2013 PERFORMANCE CONTRACT - V	P REPORTS				<u> </u>		Ţ <u></u>
Line of Business/Division		NL Hydro		VP Signature:			
Department/Region		TRO					
Position		General Manager, TRO	L	Incumbent Signature:			
Incumbent							
Salary		\$150,182.26		Date:		<u> </u>	
PART A - Corporate KPI's:	30%						
Performance Indicator	Weight	<u>Threshold</u>		Target		<u>Opportunity</u>	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%		10.00%		15.00%		20.00%
Lead/Lag ratio		>= 550:1	0.600%	>= 600:1	0.90%	>= 750:1	1.20%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.68%	>= 97% of environmental leadership targets completed	0.90%
Goal 3: Business Excellence							
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$66.6 million	0.600%	Net income >= \$87.5 milion	0.90%	Net income >= \$111.9 million	1.20%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.3000%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.45%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.60%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.3000%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization — Phase 3 — execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.45%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.60%

2013 PERFORMANCE CONTRACT - VP	REPORTS						
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		TRO					-
Position:		General Manager, TRO		Incumbent Signature:			
Incumbent:	•						
Oil & Gas Expioration Strategy	12.50%	Complete 80% of planned 2013 activities	0.375000%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in Nt	0.56%	Target + complete 20% of planned 2014 activities.	0.75%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.375000%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.56%	Planned 2013 scope for MF/L/L completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.75%
otal Part A:	100.00%		3.00%		4.50%		6.80%

2013 PERFORMANCE CONTRACT - V	P REPORTS						
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		TRO					
Position:		General Manager, TRO		Incumbent Signature:			
Incumbent							
PART B - Divisional/Department	tal Targets:	70%	<u> </u>				
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Performance Indicator		Threshold Performance Level	Salassa	<u>Target</u> Performance Level	Calana	Opportunity	F-1
		Performance cever	Salary Weighted	Performance Level	Salary Weighted	Performance Level	Salary
			Score		Score		Weighted Score
Safety	 		10.00%		15.00%		20.00%
			i			DEPT AIFR<=0.75 and REG	
TRO Department and Reg Ops	14.29%	DEPT A!FR<= 0.95 (Effectively <=3)	1.000%	DEPT AIFR<=0.80 (effectively <=2)	1.500%	OPS Division<≃0.75	2.000%
FELT Leadership	14.29%	N/A	1.000%	360 FELT Leadership score >= 8.0	1.500%	360 FELT Leadership score >= 11.0	2.000%
Primary Goal(s)							
0	17 1404	Per Threshold in Corporate Goal Document	. 2000	Per Target in Corporate Goal Document where	4 0004	Per Opportunity in Corporate Goal Document	
Asset Management Strategy	17.14%	where LOB is indicated as having a role	1.200%	LOB is indicated as having a role	1.800%	where LOB is indicated as having a role	2.400%
Reliability (Transmission)	10.00%	T-SAIFI Forced<=1.50 (NLH 5 -year avg)	0.700%	T-SAIFI Forced<=0.85	1.050%	T-SAIFI Forced<=0.61 (CEA top quartile)	1.400%
			İ	<u> </u>			
Reliability (Distribution)	10.00%	SAIFI <= 4.88 (NLH 5 year average)	0.700%	SAIFI <= 3.65	1.050%	SAIF1 <= 3.00 (CEA Region 2 avg.)	1.400%
				!			
	44 -8-4	407 404-4					
Financial Performance TRO	11.43%	<=\$37.086M (101%)	0.800%	<=\$36.719M (Budget)	1.200%	<=\$36.168M (98.5%)	1.600%
Financial Performance Reg Ops	F 74n/	- 12 O22/ - 5 3 - 1 1	0.40004		D 5050/		
Excluding Mhk	5.71%	<=(101% of Budget)	0.400%	<=Budget	0.600%	<=98.5% of Budget	0.800%
		1					·
Secondary Goals			ļ			•	
				İ		İ	
Completion of EES Action Plan	7.14%	>90% of plan actions (83 of 93)	0.500%	>95% of plan actions (88 of 93)	0.750%	100% of plan actions (93 of 93)	1.000%
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All Other Workplan Objectives	10.00%	75% or more of the department's 2012 workplan items	0.700%	90% or more of the department's workplan objectives	1.050%	100% or more of the department's workplan	1.400%
		have been completed	i	have been completed		objectives have been completed	
		<u> </u>					
		Į	7.000		10.500		7.4.0001
Fotal Part B:	100.00%		7.00%		10.50%		14.00%
otal i alt b:	100.00%						
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2013 PERFORMANCE CONTRACT - VI	PEDOPTS		1				· · · · · · · · · · · · · · · · · · ·
ZULS PERFORMANCE CONTRACT - VI	REFURIS		-				
Line of Business/Division:		Finance		VP Signature:			<u> </u>
Department/Region:		Finance and Corporate Services					
Position:		Divisional Controller	İ	Incumbent Signature:			
Incumbent:			ĺ				
Salary:		\$140,567.85		Date:		4000	
PART A - Corporate KPI's:	30%						İ
Performance Indicator	Weight	Threshold		Target		Opportunity	
	_	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%	· ·	5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.60%	>= 750:1	0.90%
Goal 2: Environment	15.00%			A. L			
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.45%	>= 97% of environmental leadership targets completed	0.68%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$66.6 million	0.300%	Net income >= \$87.5 million	0.60%	Net income >= \$111.9 million	0.90%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.1500%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.30%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.45%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.1500%	Threshoid + complete asset criticality evaluation by applicable LOB; critical spares rationalization – Phase 3 ~ execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.30%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.45%

2013 PERFORMANCE CONTRACT - VP	REPORTS						
Line of Business/Division:		Finance		VP Signature:			
Department/Region:		Finance and Corporate Services					
Position:		Divisional Controller		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.187500%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland stope; exploration policy support to attract and accelerate global exploration investment in NL.	0.38%	Target + complete 20% of planned 2014 activities.	0.56%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.187500%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.38%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.56%
Total Part A:	100.00%		1.50%		3.00%		4.50%

2013 PERFORMANCE CONTRACT - VI	PREPORTS						
Line of Business/Division:		Finance		VP Signature:			
Department/Region:		Finance and Corporate Services					
Position:		Divisional Controller		Incumbent Signature:			
Incumbent:							
PART B - Divisional/Department	al Targets:	70%					<u> </u>
erformance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
afety			5.00%		10.00%		15.00%
Line of Business/Divisional Safety Performance	14.29%	0 injuries + total observations are >= 80% of the Nalcor per capita	0.500%	0 injuries + total observations are >=100% of the Nalcor per capita	1.000%	0 injuries + total observations are >=120% of the Nalcor per capita	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT Leadership score >= 8.0	1.000%	360 FELT Leadership score >= 11.0	1.500%
rimary Goal(s)							
Priority Workplan Objective #1	17.14%	GRA evidence filed , Financial RFI's answered and support hearing	0.600%	GRA evidence filed, Financial RFI's answered, support hearing and interim rates implemented	1.200%	GRA application filed, Financial RFI's answered, support hearing and new rates implemented	1.800%
Priority Workplan Objective #2	17.14%	Participate and support financial activities to facilitate completion on pole sale or new attachment rental agreement with Bell Aliant	0.600%	Participate and support activities that result in filing an application to PUB on pole sale or new attachment rental agreement with Bell Aliant	1.200%	Participate and support activities that result in filing an application to PUB and approval obtained on pole sale or new attachment rental agreement with Belf Aliant	1.800%
Financial Performance	17.14%	Total O&M controllable costs are maintained within 1% or less above board approved 82013	0.600%	Total O&M controllable costs are maintained at or below board approved 82013	1.200%	Total O&M controllable costs are maintained >= 2.5% below approved B2013	1.800%
econdary Goals							
Priority Workplan Objective #3	10.00%	Complete visit to one operation area office during fiscal 2013 to deliver educational session on financial metrics to staff/management	0.350%	Complete visit to two operation area offices during fiscal 2013 to deliver educational session on financial metrics to staff/management	0.700%	Complete visit to three operation area offices during fiscal 2013 to deliver educational session on financial metrics to staff/management	1.050%
Ail Other Workplan Objectives	10.00%	75% or more of the 2013 workplan items have been completed	0.350%	90% or more of the workplan objectives have been completed	0.700%	100% or more of the workplan objectives have been completed	1.050%
otal Part B:	100.00%		3.50%		7.00%		10.50%
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2013 PERFORMANCE CONTRACT - V	P REPORTS		T		Ì		
			-		F		
Line of Business/Division:		Nalcor Energy		VP Signature:			1
Department/Region:		HROE					1
Position:		Manager, Environmental Services		Incumbent Signature:			
Incumbent:							-
Salary:		\$128,801.25		Date:			
					ĺ		
PART A - Corporate KPI's:	30%	·					-1
Performance Indicator	Weight	Threshold		Target		Opportunity	l .
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.60%	>= 750:1	0.90%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.45%	>= 97% of environmental leadership targets completed	0.68%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$66.6 million	0.300%	Net income >= \$87.5 million	0.50%	Net income >= \$111.9million	0.90%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.1500%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.30%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.45%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.1500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization — Phase 3 — execute gap closure plan from 2012; stabilize and grow technical councils (Rotelling Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.30%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.45%

Line of Business/Division:		Naicor Energy		VP Signature:			
Department/Region:		HROE					
Position:		Manager, Environmental Services		Incumbent Signature:			
Incumbent:			<u>-</u>				
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.187500%	Complete 2013 activities; data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.38%	Target + complete 20% of planned 2014 activities.	0.56%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.187500%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.38%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.56%
tal Part A:	100.00%		1.50%		3.00%		4.50%

2013 PERFORMANCE CONTRACT - VF	REPORTS		·				
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Line of Business/Division:		Nalcor Energy		VP Signature:			
Department/Region:		HROE					
Position:		Manager, Environmental Services		Incumbent Signature:	•		
incumbent:						-	
PART B - Divisional/Department	al Targets:	70%					
Performance Indicator		<u>Threshold</u>		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety			5.00%		10.00%		15.00%
Line of Business/Divisional Safety Performance	14.29%	0 injuries + total observations are >= 80% of the Nalcor per capita	0.500%	0 injuries + total observations are >=100% of the Nalcor per capita	1.000%	0 injuries + total observations are >=120% of the Nalcor per capita	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT Leadership score >= 8.0 + complete >= 2 field safety tours	1.000%	360 FELT Leadership score >= 11.0 + complete >= 4 field safety tours	1.500%
Primary Goal(s)						7.7	
EMS Expansion and Gap Closure	17.14%	>= 80% of elements of EMS development and gap closure plans for non-registered lines of business completed - discretion of the VP	0.600%	All planned EMS development activities for 2013 completed, including an evaluation of the appropriate environmental management structure for Oil & Gas	1.200%	TARGET, plus all 2013 EMS/EL targets for which Environmental Services is responsible have been completed	1.800%
Environmental Assessment	17.14%	Routing options for proposed Western Avalon TL in the Bay du Nord Wilderness Reserve area resolved so that potential scope changes are clearly identified + EA documentation for proposed CT at Holyrood submitted to provincial government - VP discretion	0.600%	Routing options for Western Avalon TL resolved to the extent that allows for EA registration + EA for proposed Combusion Turbine at Holyrood completed.	1.200%	Routing options for Western Avalon TL resolved to allow paralleling of TL 202 and 208 and EA registration drafted + environment compliance responsibilities re:Holyrood CT have been documented - VP discretion	1.800%
Financial Performance	17.14%	1% or less above 2012 budget and +/- 7% of forecast	0.600%	2012 budget and +/- 5% of forecast on controllable costs	1.200%	>= 2.5% below budget and +/- 3% of forecast	1.800%
Secondary Goals							
Environmental Compliance Oversight - Phase I LCP	10.00%	N/A	0.350%	ES participation as an observer in at least one quaterly field compliance audit and participation as an auditor in the 2013 LCP Emvironmental management audit	0.700%	TARGET + review Nalcor's Risk Registry re: environmental risk exposures for LCP construction and submit a report indicating recommendations for revisions/additions to VP LCP	1.050%
All Other Workplan Objectives	10.00%	75% or more of 2012 workplan items have been completed	0.350%	90% or more of the 2012 workplan objectives have been completed	0.700%	100% or more of the 2012 workplan objectives have been completed	1.050%
otal Part B:	100.00%		3.50%		7.00%		10.50%
Notes:							

2013 PERFORMANCE CONTRACT - V	D DEDORTS				i		I
2013 FERFORIVIAINCE CONTRACT - V	r VELOVIO						1
Line of Business/Division:		NL Hydro	 	VP Signature:			· · · · · · · · · · · · · · · · · · ·
Department/Region:			İ				
Position	1	Manager, Exploits Generation		Incumbent Signature:		***************************************	
Incumbent							
Salary:		\$143,500.00		Date:			
						1	
PART A - Corporate KPI's:	30%						•
Performance Indicator	Weight	Threshold	}	Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.60%	>= 750:1	0.90%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.45%	>= 97% of environmental leadership targets completed	0.68%
Goal 3: Business Excellence							
doar 5: business excenence						1	
Financial Performance	20.00%	Net income >= 66.6x million	0.300%	Net income >= \$87.5 milion	0.60%	Net income >= \$111.9 million	0.90%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.1500%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II,	0.30%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.45%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.1500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization — Phase 3 — execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.30%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	

2013 PERFORMANCE CONTRACT - VI	REPORTS	T					
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:							
Position:		Manager, Exploits Generation		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.187500%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.38%	Target + complete 20% of planned 2014 activities.	0.56%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LiL within approved cost and schedule, and forecast final cost and schedule are on track.	0.187500%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.38%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.56%
otal Part A:	100.00%		1.50%		3.00%		4.50%

Line of Business/Division: NL Hydro VP Signature:	Salary Weighted Score 15.00%
Department/Region Manager, Exploits Generation Manager,	Weighted Score 15.00%
Position: Manager, Exploits Generation Incumbent Signature	Weighted Score 15.00%
Incumbent: 70%	Weighted Score 15.00%
PART B - Divisional/Departmental Targets: 70%	Weighted Score 15.00%
Performance Indicator Performance Leve! Performance Leve! Salary Weighted Score Safety Dept = EXG and MHK 14.29% Dept AIFR<= 3.60 (Effectively <=1) and 0 LT injuries SWOPS are 100% of Nalcor percapita Selary Performance Level Salary Weighted Score Sore Sore Sore Sore Sore Solary Weighted Score Score Score Score Solary Weighted Score Score Score Score Score Score Score Dept AIFR<= 3.60 (Effectively <=1) and 0 LT injuries SWOPS are 100% of Nalcor percapita 1.000% Dept AIFR<= 3.60 (Effectively <=1), 0 LT injuries and SWOPS are 120% of Nalcor percapita	Weighted Score 15.00%
Performance Level Salary Weighted Score Safety Dept = EXG and MHK Performance Level Salary Weighted Score Sore Sore Sore Sore Sore Sore Dept AIFR<= 3.60 (Effectively <=1) and 0 LT injuries SWOPS are 100% of Nalcor percapita Dept = EXG and MHK Performance Level Salary Weighted Score Score Score Score Score Dept AIFR<= 3.60 (Effectively <=1) and 0 LT injuries SWOPS are 100% of Nalcor percapita Dept AIFR<= 3.60 (Effectively <=1), 0 LT injuries and SWOPS are 120% of Nalcor percapita	Weighted Score 15.00%
Performance Level Salary Weighted Score Safety Dept = EXG and MHK Performance Level Salary Weighted Score Sore Sore Sore Sore Sore Sore Dept AIFR<= 3.60 (Effectively <=1) and 0 LT injuries SWOPS are 100% of Nalcor percapita Dept = EXG and MHK Performance Level Salary Weighted Score Score Score Score Score Dept AIFR<= 3.60 (Effectively <=1) and 0 LT injuries SWOPS are 100% of Nalcor percapita Dept AIFR<= 3.60 (Effectively <=1), 0 LT injuries and SWOPS are 120% of Nalcor percapita	Weighted Score 15.00%
Weighted Score Safety Dept = EXG and MHK Meighted Score Score Dept = EXG and MHK Meighted Score Score Dept = EXG and MHK Meighted Score Score Dept = EXG and MHK Meighted Score Score Dept = EXG and MHK Meighted Score Score Dept = EXG and MHK Dept = EXG and MHK Meighted Score Dept = EXG and MHK Dept = EXG and MHK Dept = EXG and MHK Dept = EXG and MHK Meighted Score Dept = EXG and MHK Dept	Weighted Score 15.00%
Dept = EXG and MHK 14.29% DEPT AIFR<= 3.60 (Effectively <=1) and 0 LT injuries 0.500% DEPT AIFR<= 3.60 (Effectively <=1), 0 LT injuries and 5 WOPS are 100% of Nalcor percapita 1.000% DEPT AIFR<= 3.60 (Effectively <=1), 0 LT injuries and 5 WOPS are 120% of Nalcor percapita	
DEPT ATTRICE 3.60 (Effective (y <= 1) and OLT injunes 0.500% SWOPS are 100% of Nalcor percapita 1.000% and SWOPS are 120% of Nalcor percapita	1 5000/
FELT Leadership 14.29% N/A 0.500% 360 FELT score >= 8.0 1.000% 360 FELT score >= 11.0	1.300%
	1.500%
Primary Goal(s)	
Capital plan 2013 17.14% Complete 90% of approved 2013 capital plan 0.500% Complete 95% of approved 2013 capital plan 1.200% Complete 95% of approved 2014 plan approved and 2014 plan approved	1.890%
Asset Management Strategy 10.00% Completed 1 year plan ready for evaluation +	1.050%
Water Management Succession Planning Documented Exploits River environmental flow requirements, community contacts, ice management alert levels and flood control alert levels Draft Reservoir Operations Manual with Fish Management and Flood Management and Flood Management Requirements Signed off by Exploits Management plus mentoring plan for 2014	1.050%
Financial Performance Exploits Generation & Menihek ¹ 11.43% <=\$10.213M (+1.0%) 0.400% <=\$10.112M (Budget) 0.800% <=\$9.960M (-1.5%)	1.200%
Financial Performance Reg Ops + 5.71% <=(Budget +1.0%) 0.200% <=Budget 0.400% <=(Budget -1.5%)	0.500%
Secondary Goals	
Environmental Management System 7.14% All data provided to ES to enable documented Fish Management Requirements O.250% All data provided to ES to enable documented Fish Management Requirements O.250% All data provided to ES to enable documented Fish Management Requirements plus meet with ES staff to enable development of written procedures in compliance with historic DFO management requirements Target plus all additional data provided to ES to enable EMS implementation in 2014.	0.750%
All Other Workplan Objectives 10.00% 75% or more of the 2013 workplan items have been completed 0.350% 90% or more of the workplan objectives have been completed 0.700% 100% or more of the workplan objectives have been completed	1.050%
3.50% 7.00% Fotal Part B: 100.00%	10.50%
lotes:	

2013 PERFORMANCE CONTRACT - V	P REPORTS						
Line of Business/Division:		Naicor Energy		VP Signature:			
Department/Region:		HROE					
Position:	+	Manager, Human Resources and Labour Relation	s	Incumbent Signature:			
Incumbent							
Salary:	:	\$158,150.00		Date:			
PART A - Corporate KPI's:	30%						
Performance Indicator	Weight	Threshold		<u>Target</u>		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%		10.00%		15.00%		20.00%
Lead/Lag ratio		>= 550:1	0.600%	>= 600:1	0.90%	>= 750:1	1.20%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.68%	>= 97% of environmental leadership targets completed	0.90%
Goal 3: Business Excellence						1	
Financial Performance	20.00%	Net income >= \$66.6 million	0.600%	Net income >= \$87.5 million	0.90%	Net income >= \$111.9 million	1.20%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.3000%	Complete planned 2013 activities; refine implementation of fisk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase I!.	0.45%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.60%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.3000%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization — Phase 3 — execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.45%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built inte personal development plans for key functional roles; create asset management general information portal.	0.60%

2013 PERFORMANCE CONTRACT - VI	REPORTS	<u> </u>					
Line of Business/Division:		Naicor Energy		VP Signature:			
Department/Region:		HROE		Pi Signature.			
Position:		Manager, Human Resources and Labour Relations	· · · · · · · · · · · · · · · · · · ·	Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.375000%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.56%	Target + complete 20% of planned 2014 activities,	0.75%
Lower Churchili Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.375000%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.56%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.75%
otal Part A:	100.00%		3.00%		4.50%		6.00%

Salary Performance Level Source Service Score 15.00% Salary Weighted Score 15.00% Service Score 15.00% Service Score 15.00% Service Score 15.00% Sco	2013 PERFORMANCE CONTRACT - VI	PREPORTS						
Department/Region HolDE Manager, Human Resources and Labour Relations Incumberor Signature Household Hou								
Position Nanoger, Human Resources and Libbour Relations Nanoger, Human Resources and Libbour Relations Nanoger, Human Resources and Libbour Relations Nanoger, Human Resources and Libbour Relations Nanoger, Human Resources and Libbour Relations Nanoger, Human Resources and Libbour Relations Nanoger, Human Resources and Libbour Relations Nanoger, Human Resources and Libbour Relations Nanoger, Human Resources and Libbour Relations Nanoger, Human Resources and Libbour Relations Nanoger, Human Resources and Libbour Relations Nanoger, Human Resources and Libbour Relations Nanoger, Human Resources and Libbour Relations Nanoger, Human Resources and Libbour Relations Nanoger, Human Relations					VP Signature:			
Therefore PART = Original Notes 1965 7								
PART 9 - Divisional/Departments Targets: 70% Insulation Performance Level Select Weighted Score Score Select Weighted Score Score			Manager, Human Resources and Labour Relations		Incumbent Signature:		*****	
Performance Indicaptor Performance Indicaptor Performance Indicaptor Performance Indicaptor Performance Indicaptor Performance Indicaptor Performance Indicaptor Performance Indicaptor Performance Indicaptor Performance Indicaptor Performance Indicaptor Performance Indicaptor Performance Indicaptor Performance Indicaptor Indicaptor Performance Indicaptor Indica			700/		-			
Performance Level Safety Performance Level Safety Weighted Score 10,00% Safety Weighted Score 10,00% Safety Weighted Score 10,00% Safety Weighted Score 10,00% Sc	PART B - Divisional/Department	tal Targets:	70%					
Performance Level Safety Performance Level Safety Weighted Score 10,00% Safety Weighted Score 10,00% Safety Weighted Score 10,00% Safety Weighted Score 10,00% Sc	Performance Indicator		Threshold	 	Target		Opportunity	
Meighted Score Score Store Score S				Salary		Salary		Salary
Service Servic				•				Weighted
Une of Business/Divisional Safety Per formance Une of Business/Divisional Safety Per formance University and Inclusion Prizeras/Program Review University and Inclusion University and University Inclusion University and University Inclusion University and University Inclusion University and University Inclusion University and University Inclusion University and University Inclusion University and University Inclusion University and University Inclusion University Annual University Inclusion Univers				Score	!	Score		~
Unjuries + total observations are >=80% of the Nalor per capita 14.29% Performance Nalor per capita NALO 1.000% NALO 1.000% NALO 1.000% Nalor per capita Nalor	Safetv			10.00%		15.00%		
Performance 14,19% Neltor per capita 1,000% Naltor per capita 1,000% Naltor per capita 1,000% Naltor per capita 2,000%				2010011		2,100,1		2010070
Primary Goal(s) Employee Engagement and Process/Program Review 17.14% All activities related to the HFVDE EES Action Plan have been completed as planned + substantive programs on TARGET - discretion of the VP 17.14% All scilivities related to the HFVDE EES Action Plan have been completed as planned + substantive programs on TARGET - discretion of the VP 17.14% Full sexecution of the 2011 and 2012 items in the company's Diversity is clinically noticine Plan + deliver a Diversity Avareness Noticine Plan + deliver a Diversity Avareness Voicine Plan + deliver a Diversity Avareness Voicine Plan + deliver a Diversity Avareness Voicine Plan + deliver a Diversity Avareness Voicine Plan + deliver a Diversity Avareness Voicine Plan + deliver a Diversity Avareness Voicine pot to 2013 budget and +/- 7% of forecast Labour Relations/Negotiations 17.14% 1	·	14.29%	1 -	1.000%	1 ,	1.500%	1	2.000%
Employee Engagement and Process/Program Review 17.14% All activities related to the HIVOE EES Action Plan have been completed as planned + substantive programs on TARGET - discretion of the VP 17.14% Diversity and Inclusion 17.14% Pull execution of the 2011 and 2012 frems in the company's Divarially & Inclusion Action Plan + the company's Polyarial Plan + 5% of forecast combined in the VP	FELT Leadership	14.29%	N/A	1.000%		1.500%		2.000%
Employee Engagement and Process/Frogram Review 17.144 All advites Pessage to the ProCess Expectation of the Process of Nance Company of the Process of Nance Company of Nance	rimary Goal(s)					•		
Diversity and Inclusion 17.14% company's Diversity & Inclusion Action Plan + deliver a Diversity & Inclusion Action Plan + deliver a Diversity And Inclusion Action Plan + de		17.14%	Plan have been completed as planned + substantive progress on TARGET - discretion of	1.200%	succession planning, and employee recognition processes have been completed and gap closure/CI strategies have been endorsed by the	1.800%	employee engagement levels in CF and HTGS have been implemented by the VPs of NLH and	2.400%
Financial Performance 17.14% 17.0 ress above 2013 bidget and 47.7% of forecast 2.400% controllable costs within 2022, 2083 and 3018 combined 2.400% combined 2	Diversity and Inclusion	17.14%	company's Diversity & Inclusion Action Plan + meaningful progress on the development of a	1.200%	company's Diversity & Inclusion Action Plan + deliver a Diveristy Awareness Workshop to 10-	1.800%	been piloted + a conceptual model for a women's mentorship network has been presented to the	2.400%
Labour Relations/Negotiations 10.00% Substantive progress has been made in relation to TARGET - discretion of the VP An agreement has been signed with all IBEW parties re: the integration of Local 512 with Local 1615, including all appropriate amendments to the NLH CBA. All Other Workplan Objectives 10.00% >= 75% of Priority 1 & 2 workplan items completed 7.00% 7.00% An agreement has been signed with all IBEW parties re: the integration of Local 512 with Local 1615, including all appropriate amendments to the NLH CBA. 1.050% 1.400% 1.400% 1.400% 1.50% 1.50% 1.50% 1.400% 1.400% 1.400%	Financial Performance	17.14%		1.200%	controllable costs within 2022, 2083 and 3018	1.800%	>= 2.5% below budget and +/- 3% of forecast	2.400%
Labour Relations/Negotiations 10.00% Substantive progress has been made in relation to TARGET - discretion of the VP All Other Workplan Objectives 10.00% Substantive progress has been made in relation to TARGET - discretion of the VP 10.00% Parties re: the integration of Local 512 with Local 1615, including all appropriate amendments to the NLH CBA. Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF. 10.00% Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF. 10.00% Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF. 10.00% Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF. 10.00% Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF. 10.00% Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF. 10.00% Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF. 10.00% Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF. 10.00% Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF. 10.00% Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF. 10.00% Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF. 10.00% Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF. 10.00% Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF. 10.00% TsC in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of Priority 1 & 2 wo	econdary Goals							
7.00% been completed 1.050% completed 1.400% been completed 1.050% completed 1.400% complet	Labour Relations/Negotiations	10.00%		0.700%	parties re: the integration of Local 512 with Local 1615, including all appropriate amendments to the	1.050%	Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of	1.400%
Otal Part B: 100.00%	All Other Workplan Objectives	10.00%		0.700%		1.050%		1.400%
	otal Part B:	100.00%		7.00%		10.50%		14.00%
Notes:						•		
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2013 PERFORMANCE CONTRACT - V	D DEDUBLE						
2015 PERFORMANCE CONTRACT - V	r NEPURIS						
Line of Business/Division:		Naicor Energy		VP Signature:			1
Department/Region:		HROE					
Position:		Manager, Safety and Health		Incumbent Signature:			
Incumbent							
Salary:	:	\$135,241.31		Date:			
PART A - Corporate KPI's:	30%						
Performance Indicator	Weight	Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Şalary Weighted Score
Goal 1: Safety	20.00%		5.00%	1	10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.50%	. >≂ 750:1	0.90%
Goal 2: Environment	15.00%						i
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.45%	>= 97% of environmental leadership targets completed	0.68%
:							
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$66.6 million	0.300%	Net income >= \$87.5 milion	0.60%	Net income >= \$111.9 million	0.90%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.1500%	Complete planned 2013 activities; refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.30%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.45%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	C.1500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization – Phase 3 – execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.30%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.45%

2013 PERFORMANCE CONTRACT - VI	REPORTS						
Line of Business/Division:		Nalcor Energy		VP Signature:			
Department/Region:		HROE					
Position:		Manager, Safety and Health		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2013 activities	0.187500%	Complete 2013 activities: data acquisition including completion of 2012-13 regional selemic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.38%	Target + complete 20% of planned 2014 activities.	0.56%
Lower Churchill Project	12.50%	Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.187500%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.38%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.56%
otal Part A:	100.00%		1.50%		3.00%		4.50%

2013 PERFORMANCE CONTRACT - VP	REPORTS						
Line of Business/Division:		Nalcor Energy		VP Signature:			
Department/Region:		HROE					
Position:		Manager, Safety and Health		Incumbent Signature:			
Incumbent:							
PART B - Divisional/Department	al largets:	70%					
Performance Indicator		Threshold		Target		Opportunity	
errorrange represent		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
afety			5.00%	8	10.00%		15.00%
Line of Business/Divisional Safety Performance	14.29%	0 injuries + total observations are >= 80% of the Nalcor per capita	0.500%	0 injuries + total observations are >=100% of the Nalcor per capita	1.000%	0 injuries + total observations are >=120% of the Nalcor per capita	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT Leadership score >= 8.0 + complete >= 2 field safety tours	1.000%	360 FELT Leadership score >= 11.0 + complete >= 4 field safety tours	1.500%
rimary Goal(s)							.,
Injury Prevention Campaign and Safety Branding	17.14%	Full execution of the corporate Safety Engagement Pian plus meaningful progress on injury prevention awareness and safety branding - discretion of the VP	0.600%	Full execution of the corporate Safety Engagement Plan + full implementation of an injury prevention awareness campaign approved by the VP + safety branding concept finalized	1.200%	TARGET + Safety Branding initiaitve has been launched	1.800%
Grounding & Bonding	17.14%	Corporate safety standard for lines operations has been implemented and training for 100% of lines staff has been delivered	0.600%	Draft corporate safety standard for generation and stations operations has been developed + a field gap analysis has been completed	1.200%	TARGET + a draft corporate safety standard for generation and stations has been issued	1.800%
Financial Performance	17.14%	1% or less above 2013 budget and +/- 7% of forecast	0.600%	2013 budget and ±/- 5% of forecast on controllable costs	1.200%	>= 2.5% below budget and +/- 3% of forecast	1.800%
econdary Goals							
Work Protection Code	10.00%	N/A	0.350%	WPC compliance audits at Menihek and Exploits completed + gap closure plans presented to the VP NLH and Manager	0.700%	TARGET + A WPC compliance audit has been completed in one other electricity operations area	1.050%
All Other Workplan Objectives	10.00%	75% or more of the 2013 workplan items have been completed	0.350%	90% or more of the workplan objectives have been completed	0.700%	100% or more of the workplan objectives have been completed	1.050%
otal Part B:	100.00%		3.50%		7.00%		10.50%

2013 PERFORMANCE CONTRACT - V	P REPORTS						
Line of Business/Division:		Nalcor Energy		VP Signature:			· · · · · · · · · · · · · · · · · · ·
		Strategic Planning and Business Development	 	vr Signature:			
Department/Region:			 	1- availant Claushins		-41-24	-
Position:		Senior Corporate Planning Analyst		Incumbent Signature:	i		
Incumbent	1	C-20 004 20	<u> </u>				
Salary:		\$128,801.25	ļ	Date:			ļ
	1		ļ.,				
PART A - Corporate KPI's:	30%		,				
Performance Indicator	Weight	<u>Threshold</u>		<u>Target</u>		Opportunity	
6		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.60%	>= 750:1	0.90%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.45%	>= 97% of environmental leadership targets completed	0.68%
Cant J. Business Essellenss							
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$66.6 million	0.300%	Net income >= \$87.5 milion	0.60%	Net income >= \$111.9 million	0.90%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.1500%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.30%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.45%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.1500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization – Phase 3 – execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.30%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	

P REPORTS	T					
Line of Business/Division: Nalco			VP Signature:			
	Strategic Planning and Business Development					
Position: Senior Corporate Planning Analyst			Incumbent Signature:			
12.50%	Complete 80% of planned 2013 activities	0.187500%	Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to attract and accelerate global exploration investment in NL.	0.38%	Target + complete 20% of planned 2014 activities.	0.56%
12.50%	Complete 90% of planned 2013 scope for MF/LfL within approved cost and schedule, and forecast final cost and schedule are on track.	0.187500%	Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	0.38%	Planned 2013 scope for MF/LIL completed within approved cost and schedule by November 30th, and forecast final cost and schedule are on track.	0.56%
100.00%		1.50%		3.00%		4.50%
	12.50%	Naicor Energy Strategic Planning and Business Development Senior Corporate Planning Analyst 12.50% Complete 80% of planned 2013 activities Complete 90% of planned 2013 scope for MF/LfL within approved cost and schedule, and forecast final cost and schedule are on track.	Naicor Energy Strategic Planning and Business Development Senior Corporate Planning Analyst 12.50% Complete 80% of planned 2013 activities 0.187500% Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	Naicor Energy Strategic Planning and Business Development Senior Corporate Planning Analyst Incumbent Signature: Complete 80% of planned 2013 activities Complete 80% of planned 2013 activities 0.187500% Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track. Naicor Energy VP Signature: Complete 2013 activities: data acquisition including completion of 2012-15 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland stope; exploration policy support to attract and accelerate global exploration investment in NL. Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track.	Nalcor Energy Strategic Planning and Business Development Senior Corporate Planning Analyst Complete 80% of planned 2013 activities 12.50% Complete 80% of planned 2013 activities 0.187500% Complete 90% of planned 2013 activities Complete 90% of planned 2013 activities 0.187500% Planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track. Planned 2013 scope for MF/LIL within approved cost and schedule are on track. O.38%	Naicor Energy Strategic Planning and Business Development Senior Corporate Planning Analyst Incumbent Signature: Complete 2013 activities: data acquisition including completion of 2012-13 regional seismic program; basin analysis for offshore Labrador and NE Newfoundland slope; exploration policy support to activities. Complete 90% of planned 2013 scope for MF/LIL within approved cost and schedule, and forecast final cost and schedule are on track. Planned 2013 scope for MF/LIL within approved cost and schedule are on track. Planned 2013 scope for MF/LIL within approved cost and schedule are on track. Planned 2013 scope for MF/LIL within approved cost and schedule are on track.

2013 PERFORMANCE CONTRACT - V	DEDUDLE						
2013 PERFORMANCE CONTRACT - VI	E REPORTS						
Line of Business/Division:		Nalcor Energy		VP Signature:		•	,
Department/Region:		Strategic Planning and Business Development			-		
Position:		Senior Corporate Planning Analyst		Incumbent Signature:		1	
incumbent:							
PART B - Divisional/Department		70%					
Performance Indicator		Threshold		Target		Opportunity	
	•	Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
			Weighted		Weighted		Weighted
			Score		Score		Score
afety			5.00%		10.00%		15.00%
Line of Business/Divisional Safety Performance	14.29%	0 injuries + total observations are >= 80% of the Naicor per capita	0.500%	0 injuries + total observations are >=100% of the Nalcor per capita	1.000%	0 injuries + total observations are >=120% of the Nalcor per capita	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT Leadership score >= 8.0	1.000%	360 FELT Leadership score >= 11.0	1.500%
rimary Goal(s)							
Priority Workplan Objective #1	17.14%	Provide support/direction for Nalcor planning process (including plan development, communications and performance monitoring). Draft plan completed by March for Board of Directors review)	0.500%	Provide support/direction for Nalcor planning process (including plan development, communications and performance monitoring). Draft plan completed by January for Board of Directors review)	1.200%	Provide support/direction for Nalcor planning process (including plan development, communications and performance monitoring). Draft plan completed by November for Board of Directors review)	1.800%
Priority Workplan Objective #2	17.14%	Transparency and Accountability: Annual Performance Report: meet legislated timelines	0.600%	Transparency and Accountability: Provide draft : Annual Performance Report to DNR by mid-May and meet legislated timelines	1.200%	Transparency and Accountability: Provide draft Annual Performance Report to DNR by end of April and meet legislated timelines	1.800%
Special Project	17.14%	Meet minimum expectations re: 2013 spectal project	0.600%	Meet expectations re: 2013 special project	1.200%	Exceed expectations re: 2013 special project	1.800%
Secondary Goals							
Priority Workplan Objective #3	10.00%	Meet minimum expectations re providing Input/supporting organization design discussions	0.350%	Meet expectations re providing input/supporting organization design discussions	0.790%	Exceed expectations re providing input/supporting organization design discussions	1.050%
Ali Other Workplan Objectives	10.00%	75% or more of the 2013 workplan items have been completed	0.350%	90% or more of the workplan objectives have been completed	0.700%	100% or more of the workplan objectives have been completed	1.050%
otal Part B:	100.00%		3.50%		7.00%		10.50%
_	-						
otes:							