2015 Performance Contract Payment (Based on 2014 Performance)¹ Hydro Employees and Hydro Leadership Team

Position	Salary	Eligible Percent
VP, Systems Operations & Planning ⁵	\$ 195,700	20%
VP, Newfoundland & Labrador Hydro ²⁵	\$ 216,300	20%
Systems Operations Engineering Manager	\$ 147,800	10%
Senior Legal Counsel ⁵	\$ 147,800	10%
Manager, TRO Labrador	\$ 141,482	10%
Manager, TRO Central ⁴	\$ 147,800	10%
Manager, TRO Central (Former) ⁴	\$ 162,900	15%
Manager, Systems Integration	\$ 153,245	15%
Manager, System Operation & Integration Support	\$ 162,900	15%
Manager, Supply Chain Management & Administration	\$ 133,256	10%
Manager, Regulatory Engineering	\$ 132,000	10%
Manager, Rates & Regulation	\$ 144,200	15%
Manager, Project Execution (Regulated) ⁵	\$ 140,805	10%
Manager, Hydro Generation⁵	\$ 139,755	10%
Manager, Generation & Rural Planning	\$ 146,280	10%
Manager, Financial Control Processes & Risk	\$ 147,800	10%
Manager, Building The Production Organization⁵	\$ 162,900	15%
General Manager, TRO⁵	\$ 160,695	15%
General Manager, Gas Turbines & Diesels	\$ 155,190	15%
General Manager, Finance (NL Hydro) ⁵	\$ 164,647	15%
Divisional Controller Electric Utilities ⁵	\$ 162,900	15%
Chief Operating Officer (NL Hydro)⁵	\$ 179,190	15%
Manager, Environmental Services (Former)45	\$ 134,100	10%
Manager, Environmental Services ⁴⁵	\$ 140,805	10%
Manager, Exploits and Menihek Generation ⁵⁶	\$ 147,800	10%
Manager, Human Resources & Labour Relations (Former) ⁴⁵⁶	\$ 162,900	15%
Manager, Human Resources & Labour Relations 456	\$ 133,925	15%
Manager, Safety and Health ^{5 6}	\$ 144,708	10%
Senior Corporate Planning Analyst ^{5 6}	\$ 134,100	1.0%
Total Eligible Payout ⁷		\$431,530
Total Actual Payout ⁷		\$380,194

NOTES:

¹ Payments in 2015 are based on 2014 performance.

² Full Performance Contract provided separately.

³ Manager, TRO Central position was reclassified in 2014 resulting in target percentage change from 15% to 10%.

⁴ Adjusted to reflect proration for new positions.

⁵ Members of Hydro Leadership Team.

⁶ Nalcor Energy Employee – Any payments were made by Nalcor Energy, not by Newfoundland & Labrador Hydro.
⁷ Totals do not include any payments made by Nalcor Energy to Nalcor Energy employees.

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2014 PERFORMANCE CONTRACT - C	EO REPORTS		<u> </u>				<u> </u>
Line of Business/Division:	 	Hydro	1	CEO Signature:	,	1	
Department/Region:		System Opertatons and Planning	1	are orginatere.	•		
Position:		VP System Operations and Planning	<u> </u>	Incumbent Signature:			· · · · · ·
Incumbent:		Paul Humphries			Ì		1
Salary:		\$195,700		Date:			
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 Weighte Score
Goal 1: Safety	20.00%		15.00%		20.00%		25.00%
Lead/Lag ratio		>= 550:1	0.900%	>= 600:1	1.200%	>= 750:1	1.500%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.67500%	>= 95% of evironmental leadership targets completed	0.900%	>= 97% of environmental leadership targets completed	1.12500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.900%	Net income >= \$108.4 million	1.200%	Net income >= \$124.8 million	1.500%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.4500%	Complete 2014 phase of project execution excellence implementation plan	0.600%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.7500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.4500%	Complete 2014 phase of asset management plan	0.600%	Target + 2014 opportunity activities in asset management plan.	0.7500%

O REPORTS	<u> </u>					
	Hydro		CEO Signature:			
	System Opertations and Planning					
-	VP System Operations and Planning		Incumbent Signature:			
	Paul Humphries					
12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.562500%	Complete 2014 planned activities in explorations strategy	0.7500%	Target + complete 20% of planned 2015 activities.	0.9375009
12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.562500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.7500%	MRF/Lit. (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.937500
100.00%		4.50%		6.00%		7.50%
	12.50%	Hydro System Opertations and Planning VP System Operations and Planning Paul Humphries Complete 80% of planned 2014 activities in exploration strategy MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	Hydro System Operations and Planning VP System Operations and Planning Paul Humphries Complete 80% of planned 2014 activities in expforation strategy 0.562500% MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	Hydro System Operations and Planning VP System Operations and Planning Incumbent Signature: Paul Humphries Complete 80% of planned 2014 activities in explorations strategy O.562500% MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track CEO Signature: Complete 2014 planned activities in explorations strategy MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	Hydro System Operations and Planning VP System Operations and Planning Incumbent Signature: Paul Humphries Complete 80% of planned 2014 activities in explorations strategy O.562500% Complete 2014 planned activities in explorations strategy O.7500% MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track Project forecast final cost and schedule on track	System Operations and Planning Incumbent Signature:

2014 PERFORMANCE CONTRACT - CE	O REPORTS						
2027 I Ett Offitoriet Continued	T Table					****	
Line of Business/Division:		Hydro		CEO Signature:			
Department/Region:		System Opertations and Planning					•
Position:		VP System Operations and Planning		Incumbent Signature:			
Incumbent:		Paul Humphries					
PART B - Divisional/Department	al Targets:	70%					
Performance Indicator		Threshold		<u>Target</u>		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
			Weighted		Weighted		Weighted
			Score		Score		Score
Safety			15.00%		20.00%		25.00%
Line of Business/Divisional Safety	14.29%	0 injuries + total observations are >= 80% of the	1.500%	0 injuries + total observations are >=100% of the	2.000%	0 injuries + total observations are >=120% of the	2.500%
Performance		Naicor per capita		Nalcor per capita		Nalcor per capita	2.50070
FELT Leadership	14.29%	N/A	1.500%	360 FELT Leadership score >= 8.0	2.000%	360 FELT Leadership score >= 11.0	2.500%
Primary Goal(s)							
						7010	
2 -4 0 120\ 11 -4-1 04							
System Operator (SO) Model-Ottimum model/structure for SO post 2018	17.14%	Identify potential SO models	1.800%	Model chosen ready for Q2 -2015 staged phase in	2.400%	SO philosophy final including enabling legislation	3.000%
100 por 2010]					
				į			
				Application approved including approval for new			
2015 Generation Decision	17.14%	Application Filed with PUB	1.800%	generation source	2.400%	New generation on track for Q1 2015 in-service	3.000%
		ļ					
inancial Performance (see note)	17.14%	1% or less above 2014 budget	1.800%	2014 budget	2.400%	>= 2.5% below 2014 budget	3.000%
Secondary Goals							
vecondary Codis							
		0					
Fransmission Reliability Assessment	10.00%	Commission an external probablistic type transmission reliability study	1.050%	Study complete to support anticipated PUB inquiry into system reliability post 2018	1.400%	Inquiry complete with favourable results	1.750%
		Banamisalon renaunty stady		inquity into ayetern reliability post 2010			
		Finalize Governance Structure & Identify key		Key personnel in place, plan and milestones			
RFO Structure	10.00%	personnel (Key personal in place)	1.050%	identified Staffing requirements identified	1.400%	Staffing plan through 2018 complete	1.750%
				-			
		ļ	4 A PA-4				
otal Part 8:	100.00%		10.50%		14.00%		17.50%
Utai rait Di	100.00%						
lotes:					-		

2014 PERFORMANCE CONTRACT - V	P REPORTS			T .			
	T						
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		System Operations and Planning					
Position:		System Operations Engineering Mgr.		Incumbent Signature:			
Incumbent:							
Salary:		\$147,800.00		Date:			
	<u> </u>						
	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%	, and the second	10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 milion	0.600%	Net income >= \$124,8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

2014 PERFORMANCE CONTRACT - VE	REPORTS						
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		System Operations and Planning					
Position:		System Operations Engineering Mgr.		Incumbent Signature:		100	
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
otal Part A:	100.00%	_	1.50%		3.00%		4.50%

2014 PERFORMANCE CONTRACT - VI	P REPORTS					T	
			!				
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		System Operations and Planning	-				
Position:		System Operations Engineering Mgr.		Incumbent Signature:			
Incumbent:							
PART B - Divisional/Department	tal 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%
					-0.00		25.00%
Line of Business/Divisional Safety Performance	14.29%	0 injuries + total observations are >= 80% of the Natcor 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%
Primary Goal(s)							
Hydro's General Rate Application (GRA)	17.14%	VP Judgement	0.600%	Support Hydro's GRA process and Hearing - meeting all, timelines	1.200%	VP Judgement	1.800%
System Operations - Interface Management for the Lower Churchill Project	11.43%	80% or more of active interfaces on schedule	0.400%	90% or more of active interfaces on schedule	0.800%	100% of active interfaces on schedule	1.200%
Response to indentified actions from Focus Area Reports - December/January events	8.57%	80% or more of identified actions completed	0.300%	100% of identified actions completed	0.600%	1.00% of identified actions completed plus actions from PUB/Government reviews	0.900%
Financial Performance (Department)	8.57%	1% or less above 2014 budget*	0.300%	2014 budget*	0.600%	>= 2.5% below 2014 budget*	0.900%
Financial Performance (Division) *see note	5.71%	1% or less above 2014 budget*	0.200%	2014 budget*	0.400%	>= 2.5% below 2014 budget*	0.600%
Secondary Goal(s)							
RACI Compliance	10.00%	75% or more RACI compliance for applicable System Operations processes	0.350%	90% or more RACI compliance for applicable System Operations processes	0.700%	100% RACI compliance for applicable System Operations processes	1,050%
All Other Workplan Objectives	10.00%	75% or more of the 2014 Departmental workplan objectives completed	0.350%	90% or more of the 2014 Departmental workplan objectives completed	0.700%	100% or more of the 2014 Departmental workplan objectives completed	1.050%
Total Part B:	190.00%		3.50%		7.00%		10.50%

14 PERFORMANCE CONTRACT - VP REPOF	RTS			
Line of Business/Division:	NL Hydro	VP Signature:		
Department/Region:	System Operations and Planning			
Position:	System Operations Engineering Mgr.	Incumbent Signature:		
Incumbent:				
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2014 PERFORMANCE CONTRACT	VO DEDODES		 	<u> </u>			
2014 FERFORMANCE CONTRACT	- VP KEPUKIS						
Line of Business/Division:	ļ	Executive Management & Associate		VP Signature:		 	
Department/Region:		General Counsel & Corp Secretary		vr signature.			
Position:	•	Senior Legal Counsel	-	Incumbent Signature:			-
Incumbent:		Serilo: Legal Codriser	 	incumbent signature:			
Salary:		S147,800.00		Date:			1
Salary:		3147,800.00		Date:			
DART & Comments Ville	30%	<u> </u>					
PART A - Corporate KPI's:		1	 				
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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence	170-170-000						
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 milion	0.600%	Net income >= \$124.8 miliion	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

2014 PERFORMANCE CONTRACT	VF NEFONIS	1		-			
Line of Business/Division:		Executive Management & Associate		VP Signature:			
Department/Region:		General Counsel & Corp Secretary					
Position:		Senior Legal Counsel		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014, Project forecast final cost and schedule on track	0.562500
otal Part A:	100.00%		1.50%		3.00%		4.50%

2014 PERFORMANCE CONTRACT	- VP REPORTS						
Line of Business/Division:		Executive Management & Associate		VP Signature:			
Department/Region:		General Counsel & Corp Secretary					
Position:	:	Senior Legal Counsel		Incumbent Signature:			1
incumbent:	:						
PART B - Divisional/Department	ital Targets:	70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
}			Weighted		Weighted		Weighted
			Score		Score		Score
Safety			5.00%		10.00%		15.00%
							25.5070
Safety Performance	10.00%	Complete <u>ail</u> of the following: (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 >= 9.	0.350%	Complete <u>all</u> of the following: (i) Zero medical treatment and lost time injuries for Department <u>and</u> (ii) Departmental Safety Lead/Lag Ratio is >= 190:0 <u>and</u> (iii) Personal SWOP observations >=12.	0.700%	Complete <u>all</u> of the following: (i) Zero medical treatment and lost time injuries for Department <u>and</u> (ii) Departmental Safety Lead#.ag Ratio is >= 140:0 <u>and</u> (iii) Personal SWOP observations >=18.	1.050%
Safety Performance	10.00%	Complete all of the following: (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) Prepare Personal Safety Plan and complete 60% of the action items and (iii) External legal counsel that you supervise or interact with submit SWOPs/present safety moments of a combined total of >= 3.	0.350%	Complete all of the following: (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) Prepare Personal Safety P(an and complete 80% of the action Items and (iii) External legal counsel that you supervise or interact with submit SWOPs/present safety moments of a combined total of >= 6.	0.700%	Complete all of the following: (i) Visit Natcor facilities/offices external to Hydro Place on at least 3 occasions and on each visit actively participate in and document a safety inspection, tailboard, or other similar type boots on the ground safety retated activity with employees and (ii) Prepare Personal Safety Plan and complete 100% of the action items and (iii) External legal counsel that you supervise or interact with submit a SWOP and present safety moments of a combined total of >=10.	1.050%
FELT Leadership	8.57%	Complete <u>all</u> of the following: (i) Engage in at least 1 BeSafe interaction with employees and submit a SWOP observation <u>and</u> (ii) 360 Felt Leadership score >= 8.0.	0.390%	Complete <u>all</u> of the following: (i) Engage in at least 2 BeSafa Interactions with employees and submit a SWOP observation for each <u>and</u> (ii) Complete a safety inspection of another floor in Hydro Place and submit at least one SWOP observation from the inspection <u>and</u> (iii) 390 Felt Leadership score >= 9.0.	0.600%	Complete <u>all</u> of the following: (i) Engage in at least 4 BeSafe interactions with employees and submit a SWOP observation for each <u>and</u> (ii) Complete a safety inspection of another floor in Hydro Place and submit at least 2 SWOP observations from the inspection <u>and</u> (iii) 360 Felt Leadership score >= 11.0.	0.900%
Primary Goal(s)							
Regulated Operations - GRA	17.14%	Complete <u>one</u> of the following: (i) Filing of Application seeking interim rates for 2014 and direction received on or before Dec. 31, 2014 <u>or</u> (ii) Completion of GRA that supports strong financial performance for Hydro.	0.600%	Complete one of the following: (i) Filing of Application seeking interim rates for 2014 and direction received on or before Oct. 31, 2014 or (ii) Completion of GRA and obtain approval of direction that supports strong financial performance for Hydro in 2014	1.200%	Complete <u>all</u> of the following: (i) Filing of Application seeking interim rates for 2014 and PUB order received on or before Sept. 15, 2014 granting interim rates for 2014 or interim rates included in GRA order <u>and</u> (ii) Completion of GRA and obtain direction by Oct 31, 2014 that supports strong financial performance for NL Hydro.	1.800%
Regulated Operations - Capital	17.14%	Complete <u>one</u> of the following: (i) Filing of the Capital Budget Application by Aug. 29, 2014 and completion of minimum of 75% of the first round of RFIs by Nov. 21, 2014 <u>or</u> (ii) Application to PUB for BDE-WAV TL project and cost recovery order received by Jan. 30, 2015 <u>or</u> (iii) Application to PUB for Holyrood Combustion Turbine project and cost recovery order received by Dec. 31, 2014.	0.600%	Complete two of the following: (i) Filling of the Capital Budget Application by August 8, 2014 and completion of minimum of 75% of the first round of RFIs by Oct. 24, 2014 or (ii) Application to PUB for BDE-WAV TL project and cost recovery order received by Dec. 31, 2014 or (iii) Application to PUB for Holyrood Combustion Turbine project and order received by Nov. 28, 2014.	1.200%	Complete all of the following: (i) Filing of the Capital Budget Application by Aug. 1, 2014 and completion of minimum of 75% of the first round of RFIs by Sept. 30, 2014 and (ii) Application to PUB for BDE-WAV TL project and cost recovery order received by Nov. 30, 2014 and (iii) Application to PUB for Holyrood Combustion Turbine project and cost recovery order received by Oct. 31, 2014.	1.800%

2014 PERFORMANCE CONTRACT -	- VP REPORTS	S					-
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Line of Business/Division:	 	Executive Management & Associate		VP Signature:			<u> </u>
Department/Region:		General Counsel & Corp Secretary		1			
Position:		Senior Legal Counsel		Incumbent Signature:			
Incumbent:							
Regulated Operations	17.14%	Complete one of the following: (i) Filing for Labrador transmission tariff with PUB re: transmission lines from the Twin Falls Plant to Lab West by Jan. 30, 2015 or (ii) Filing of submission for 2011 and 2012 rate base to PUB and order received by Dec. 31, 2014 or (iii) Complete Diversity & Inclusion Awareness Workshop by Dec. 31, 2014	0.600%	Complete two of the following: (i) Filing for Labrador transmission tariff with PUB re; transmission lines from the Twin Falls Plant to Lab West by Dec. 31, 2014 or (ii) Filing of submission for 2011 and 2012 rate base to PUB and order received by Sept. 30, 2014 or (iii) Complete Diversity & Inclusion Awareness Workshop by Oct.31, 2014	1.200%	Complete <u>all</u> of the following: (i) Filing for Labrador transmission tariff with PUB re: transmission lines from the Twin Falls Plant to Lab West and receipt of an Order by Dec 31, 2014 <u>and</u> (ii) Filing of submission for 2011 and 2012 rate base to PUB and order received by June 30, 2014 <u>and</u> (iii) Complete Diversity & Inclusion Awareness Workshop by Aug. 29, 2014.	1.800%
Secondary Goals					****		
Regulated Operations - Exploits Assets	10.00%	Complete one of the following: (i) Preparation of a report on or before by Nov. 30, 2014 recommending what hydro assets and facilities should be acquired and any environmental permits required with respect to the transfer and ownership of the Exploits hydro assets to a Nalcor company or (ii) Purchase and sale agreement for acquisition of Exploits hydro assets executed by Nalcor company by Dec 31, 2014.	0.350%	Complete <u>all</u> of the following: (i) Preparation of a report on or before by Aug. 29, 2014 recommending what hydro assets and facilities should be acquired and any environmental permits required with respect to the transfer and ownership of the Exploits hydro assets to a Natoor company <u>and</u> (ii) Purchase and sale agreement executed by Natoor company for acquisition of Exploits hydro assets by Dec. 31, 2014.	0.700%	Complete all of the following: (i) Preparation of a report on or before by July 31, 2014 recommending what hydro assets and facilities should be acquired and any environmental permits required with respect to the transfer and ownership of the Exploits hydro assets to a Nalcor company and (ii) Purchase and sale agreement executed by Nalcor company for acquisition of Exploits hydro assets and transfer of assets completed by Dec. 31, 2014	1.050%
Personal and Department Plan nitiatives	10.00%	Complete all of the following: (i) Completion of 75% of the 2014 Department Plan and Legal Department Excellence Plan deliverables and (ii) Completion of 75% of Department Plan deliverables that I am responsible for in whole or in part.	0.350%	Complete <u>all</u> of the following: (i) Completion of 90% of the 2014 Department Plan and Legal Department Excellence Plan deliverables <u>and</u> (ii) Completion of 90% of Department Plan deliverables that I am responsible for in whole or in part.	0.700%	Completion of 100% of the 2014 Department Plan and Legal Department Excellence Plan deliverables.	1.050%
Fotal Part B:	100.00%		3.50%		7.00%		10.50%
Notes:					****		

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2013 PERFORMANCE CONTRACT - C	EO REPORTS				<u> </u>		
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Line of Business/Division		Regulated Operations		VP Signature:			
Department/Region		Transmission and Rural Operations					<u> </u>
Position		Manager, TRO Labrador	-	Incumbent Signature:			
Incumbent		1	<u> </u>				
Salary	1	\$141,481.73		Date:			
2.27.1.0			1		<u> </u>		
PART A - Corporate KPI's:	30%						
Performance Indicator	Weight	Threshold	1	<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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excallence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities,	0.562500%
Lower Churchill Project	12.50%	MRF/LiL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LiL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
Total Part A:	100.00%		1.50%		3.00%		4.50%

2013 PERFORMANCE CONTRACT - C	EO REPORTS						
			<u> </u>				
Line of Business/Division:		Regulated Operations		VP Signature:			
Department/Region:		Transmission and Rural Operations					
Positions	·	Manager, TRO Labrador		Incumbent Signature:			
Incumbent:		<u> </u>	ļ				
PART B - Divisional/Department	tal Targets:	70%					
Performance Indicator	ļ	Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Leve!	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety			5.00%		10.00%		15.00%
Dept = TRO Labrador and Regulated Hydro	14.29%	DEPT AIFR<= 1.8 (Effectively <=1)	0.500%	DEPT AIFR<=.8 (Effectively <=0)	1.000%	DEPT AIFR<+.75 and TRO<75	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%
Primary Goal(s)							
Asset Management Strategy	17.14%	Per Threshold in Corporate goal document where LOB is indicated as having a role	0.500%	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%
Svc Continuity Lab. SAIDI	8.57%	<11.28 (TROL 5 year median)	0.300%	<=3.0.15 (From System Operations)	0.600%	<7.18 (Best in 5-Year)	0.900%
Svc Continuity Lab. SAIF!	8.57%	<7.22 (TROL 5 Year Average)	0.300%	<-5.03 (From System Operations)	0.600%	<5.01 (Best in 5-year)	0.900%
Financial Performance DEPT (ecluding EFB)	11.43%	<=(101% of Budget)	0.400%	<=Budget	0.800%	<=(98.5% of Budget)	1.200%
Financial Performance AllTRO (excluding EFB)	5.71%	<=(101% of Budget)	0.200%	<=8udget	0.400%	<=98.5% of Budget	0.600%
Secondary Goals							
PM Completion TROL and generation evailability	10.00%	Complete of 90% of PMs and HW G"f 100% availability by November 30	0.350%	Complete 90% of PMs in each major asset category and HVY CT 100% available by November 15	0.700%	Complete 98% of P Ms in each major asset category and HVY GT available by Nov. 15.	1.050%
All Other Workplan Objectives	10.90%	75% or more of the 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%
Total Part B:	100.00%		3.50%		7.00%		10.50%

Notes:

2013 PERFORMANCE CONTRACT - C	EO REPORTS						Į.
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Line of Business/Division:		Regulated Operations		VP Signature:		·	
Department/Region:	1	Transmission and Rural Operations	1				
Position: Incumbent:		Manager, TRO Central	ļ	Incumbent Signature:			-
		1117 900 00	-	Date:	 		
Salary:		\$147,800.00		Date:	-		
PART A - Corporate KPI's:	30%		·				<u> </u>
Performance Indicator	Weight	Threshold		T	T	Down a through	1
Pertornance indicator	BACIBILE	i <u>intestiolo</u>	Salary	<u>Target</u>	Salary	Opportunity	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%	>= 800:1	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 milion	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	¢.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LIL, (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
Total Part A:	100.00%		1.50%		3.00%		4.50%

2013 PERFORMANCE CONTRACT - CE	O REPORTS				· · · · · · · · · · · · · · · · · · ·	T	T
EDITO I SIN O'MINISTE CONTINCT " CI		<u></u>		 			
Line of Business/Division:		Regulated Operations		VP Signature:			
Department/Region:		Transmission and Rural Operations					
Position:		Manager, TRO Central		Incumbent Signature:			
Incumbent:							
PART B - Divisional/Department	al Targets:	70%					
		}					
Performance Indicator		Threshold		Target	•	Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted
Safety			5.00%		10.00%		Score 15.00%
Reg Ops of Hydro and Non Reg (Exploits/Menihek)	14.29%	A/F<=1.10	0.500%	AiF <= 0.80	1.000%	AIF<=.75	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%
Primary Goal(s)							
Asset Management and 2013 and 2014 incident Review Action Plan	17.14%	Per Threshold in Hydro Plan Asset Management Strategy where TROC is indicated as having a role plus 90% of TROC Accountable 2014 Actions from 2013 and 2014 Incident Reviews	0.600%	Per Target In Hydro Plan Asset Management Strategy where TROC is indicated as having a role plus 100% of TROC Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.200%	Per Opportunity in Hydro Plan Asset Management Strategy where TROC is indicated as having a role plus 100% of TROC Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.800%
Svc Continuity C SAIDI	10.00%	<2.90 (TROC 5 year average)	0.350%	<=2.32 (From System Operations)	0.700%	<2.09 (Best in 5-Year)	1.050%
Reliability (Transmission)	10.00%	T-SAIFi Forced <0.59 (TROC 5 Year Average)	0.350%	T-SAIFI Forced <=053 (10% Improvement)	0.700%	T-SAIFI Forced <0.26 (System Operations Target)	1.050%
Financial Performance DEPT (excluding EFB)	11.43%	<=(101% of Budget)	0.400%	<=Budget	0.800%	<=(98.5% of Budget)	1.200%
Financial Performance All TRO (excluding EFB)	5.71%	<=(101% of Budget)	0.200%	<=Budget	0.400%	<=98.5% of Budget	0.600%
Secondary Goals							
PM Completion TROC and generation availability	11.43%	Complete of 90% of PMs and HWDs and SVL 100% available on December 1	0.400%	Complete 90% of PMs in each major asset category and HWDs and SVL 100% available on December 1	0.800%	Complete 98% of P Ms in each major asset category and HWDs and SVL 100% available on December 1	1.200%
Alf Other Workplen Objectives	5.71%	75% or more of the workplan items have been completed	0.200%	90% or more of the workplan objectives have been completed	0.400%	200% or more of the workplan objectives have been completed	0.600%
Total Part B:	100.00%		3.50%		7.00%		10.50%

2014 PERFORMANCE CONTRACT - C	LO REPORTS			<u> </u>			
Line of Business/Division:		Regulated Operations	1	VP Signature:			
Department/Region:		Transmission and Rural Operations					1
Position:		Manager, TRO Central (former)		Incumbent Signature:			
Incumbent:							
Salary:		\$162,900.00		Date:			
			, and the second				1
PART A - Corporate KPI's:	30%						
Performance Indicator	Weight	<u>Threshold</u>	· · · · · · · · · · · ·	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	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 milion	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL, (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Fotal Part A:	100.00%		3.00%		4.50%		6. 00 %

2014 PERFORMANCE CONTRACT - CE	O REPORTS							
line of production line.		Description Occupations		ļ	125.41			1
Line of Business/Division:		Regulated Operations		1	VP Signature:			
Department/Region:		Transmission and Rural Operations						
Position:		Manager, TRO Central (former)			(ncumbent Signature:			
Incumbent:		<u> </u>						
PART B - Divisional/Department	al Targets:	70%						
			·					
Performance Indicator		<u>Threshold</u>]	<u>Target</u>		Opportunity	
		Performance Level	Salary Weighted Score		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety	•		10.00%		!	15.00%		20.00%
Reg Ops of Hydro and Non Reg (Exploits/Menihek)	14.29%	AIF<=1.10	1.000%		AIF <= 0.80	1.500%	AIF<=.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)								
Asset Management and 2013 and 2014 Incident Review Action Plan	17.14%	Per Threshold in Hydro Plan Asset Management Strategy where TROC is indicated as having a role plus 90% of TROC Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.200%	Strategy w	In Hydro Plan Asset Management here TROC is indicated as having a 100% of TROC Accountable 2014 in 2013 and 2014 Incident Reviews	1.800%	Per Opportunity in Hydro Plan Asset Management Strategy where TROC is indicated as having a role plus 100% of TROC Accountable 2014 Actions from 2013 and 2014 incident Reviews	2.400%
Sve Continuity C SAIDI	10.00%	<2.90 (TROC 5 year average)	0.700%	<=2.3	2 (From System Operations)	1.050%	<2.09 (Best in 5-Year)	1.400%
Reliability (Transmission)	10.00%	T-SAIFI Forced <0.59 (TROC S Year Average)	0.700%	T-SAIFI Fo	orced <=053 (10% Improvement)	1.050%	T-SAIFI Forced <0.26 (System Operations Target)	1.400%
Financia! Performance DEPT (excluding EFB)	11.43%	<=(101% of Budget)	0.800%		<=Budget	1.200%	<=(98.5% of Budget)	1.600%
Financial Performance All TRO (excluding EFB)	5.71%	<=(101% of Budget)	0.400%		<=Budget	0.600%	<=98.5% of Budget	0.800%
Secondary Goals								
PM Completion TROC and generation aveilability	11.43%	Complete of 90% of PMs and HWDs and SVL 100% available on December 1	0.800%		90% of PMs in each major asset d HWDs and SVL 100% available on December 1	1.200%	Complete 98% of P Ms in each major asset category and HWDs and SVL 100% available on December 1	1.600%
All Other Workplan Objectives	5.71%	75% or more of the workplan items have been completed	0.400%	90% or mor	e of the workplan objectives have been completed	0.600%	100% or more of the workplan objectives have been completed	0.800%
otal Part B:	100.00%		7.00%			10.50%		14.00%

2014 DEDECORMANCE CONTRACT. W	D DEDODTE		1	T :			
2014 PERFORMANCE CONTRACT - V	P REPURIS	· · · ·			ļ		1
Line of Business/Division:		NL Hydro	 	VD Signature			-
Department/Region:		System Operations and Planning		VP Signature	-		
Position		Manager of Systems Integration		Incumbent Signature			
Incumbent	-	Manager or dysterns integration		Incompene signature	 		+
Salary		\$153,245.40	<u> </u>	Date	.]	-	
Salaty			 	Date	· <u>·</u>		
PART A - Corporate KPI's:	30%	<u>,l.,</u>	!		<u> </u>		<u> </u>
Performance Indicator	Weight	<u>Threshold</u>		Townsh		0	· · · · · · · · · · · · · · · · · · ·
remainder (marcaga)	AACIBIIC	Illeshold	Salary	<u>Target</u>	Salary	Opportunity	C-l
		Performance Level	Weighted	Performance Level	Weighted	Performance Level	Salary
i		Taribinianes agree	Score	r errormance cever	Score	renominate tevel	Weighted Score
Goal 1: Safety	20.00%		10.00%		15.00%		
Goal 1. Jaiety	20.0076		10.00%		15.00%		20.00%
Lead/Lag ratio		>= 550:1	0.600%	>= 800:1	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%					1.00	
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 milion	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%

2014 PERFORMANCE CONTRACT - VP REPORTS						ì
Line of Business/Division:	NL Hydro		VP Signature:			ļ
Department/Region:	System Operations and Planning					
Position:	Manager of Systems Integration		Incumbent Signature:			
Incumbent:						
Oil & Gas Exploration Strategy 12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 pianned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project 12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL (Phase 1) Compilete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A: 100.00%		3.00%		4.50%		6.00%
				,		

2014 PERFORMANCE CONTRACT - V	P REPORTS						
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		System Operations and Planning					
Position		Manager of Systems Integration		Incombent Signature:			
Incumbent	·	1					
PART B - Divisional/Departmen	tal Targets:	70%					-
Performance Indicator		<u>Threshold</u>		<u>Target</u>		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted 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%	0 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	1.500%	360 FELT Leadership score >= 11.0	2.000%
Primary Goal(s)		1-7-7-7-7-7					
Transmission Reliability Assessment	17.14%	Commission an external probablistic type transmission reliability study	1.200%	Study complete to support anticipated PUB inquiry into system reliability post 2018	1.800%	Inquiry complete with favourable results	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%
230 kV Transmission Line BDE- WAV	8.57%	Application Filed with PUB	0.600%	Project Approved by PUB	0.900%	Execution plan initiated with targeted in-service of Q4 2017	1.200%
Financial Performance (Dept) *See Note	11.43%	1% or less above 2014 budget*	0.800%	2014 budget*	1.200%	>= 2.5% below 2014 budget*	1.600%
Financial Performance (Division)	5.71%	1% or less above 2014 budget*	0.400%	2014 budget*	0.500%	>= 2.5% below 2014 budget*	0.800%
Secondary Goals							
RAC! Compilance	11.43%	75% RACI compliance for applicable Transmission Planning Processes	0.800%	90% RAC! compliance for applicable Transmission Processes	1.200%	100% RACI compliance for applicable Transmission Planning Processes	1.600%
Ali Other Workplan Objectives	5.71%	75% or more of the 2013 workplan items have been completed	0.400%	90% or more of the workplan objectives have been completed	0.600%	100% or more of the workplan objectives have been completed	0.800%
Total Part B:	97.14%		6.80%		10.20%		13.60%

2014 PERFORMANCE CONTRACT - V	P REPORTS				L		
	<u> </u>						
Line of Business/Division		NL Hydro		VP Signature:			
Department/Region		System Operations and Planning	l				ļ .
Position Incumbent		Manager System Operations & Integration Support	<u> </u>	Incumbent Signature:			
Salary		\$162,900.00	_				<u> </u>
Jaliaty	-	1,3162,300.00	<u> </u>	Date:		1	ļ
PART A - Corporate KPI's:	30%		<u> </u>				
Performance Indicator	Weight	Threshold	i	Target	<u> </u>	Opportunity	-
		Performance Level	Salary Weighted Score	Performance Level	Safary Weighted	Performance Level	Salary Weighter
Goal 1: Safety	20.00%		10.00%		Score 15.00%		Score
. Jaicey	20.0070		10.0078		15.00%		20.00%
Lead/Lag ratio		>= 550:1	0.600%	>= 600:1	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 milion	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.5000%
Asset Management	19.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%

014 PERFORMANCE CONTRACT - V		T					
Line of Business/Division:		NL Hydro		VP Signature:			1
Department/Region:		System Operations and Planning					
Position:		Manager System Operations & Integration Support		Incumbent Signature:	•		
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.7500009
otal Part A:	100.00%		3.00%		4.50%		6.00%

2014 PERFORMANCE CONTRACT - \	P REPORTS						
Line of Strain see / Division	-	NII I badan		VD Situation			
Line of Business/Division Department/Region	_	NL, Hydro System Operations and Planning		VP Signature:			
Position		+ · · · · · · · · · · · · · · · · · · ·		Insumboat Signature			
Incumbent		Manager System Operations & Integration Support		Incumbent Signature:			
		700/					
PART B - Divisional/Departmen	ital largets:	70%					
But and the second							
Performance Indicator	 	<u>Threshold</u>		Target		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
			Weighted		Weighted		Weighted
			Score	14,-, 1	Score		Score
Safety	1		10.00%		15.00%		20.00%
Line of Business/Divisional Safety	14.29%	0 injuries + total observations are >= 80% of the	1.000%	0 injuries + total observations are >=100% of the	4 500%	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%
						<u>' ' ' </u>	
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)	1						
	1						
				1			
System Operator (SO) Model-Ottimum	17.14%	Identify potential SO models	1.200%	Model chosen ready for Q2 -2015 staged phase in	1.800%	SO philosophy final including enabling legislation	2.400%
model/structure for SO post 2018	17.11.0	lacinary potential do modero	1.20070	moder chosen ready for 62 -2010 staged priese in	1.00076	t SO prinosophy imai modding enapling legislaudi	2.400%
	1						
Work protection Code Compliance	8.57%	90%	0.600%	92%	0.900%	94%	1.200%
					44,50,50	V-1.0	1.200%
Response to indentified actions from		ļ				All patients complete thus estimate from DURICALE	
Focus Area Reports Dec/Jan event	8.57%	>80 % of identified actions complete	0.600%	All identified Action Completed	0.900%	All actions complete plus actions from PUB/Govt review	1.200%
"		<u> </u>				1011611	
	-		 				
				[
Financial Performance (Dept)	11.43%	1% or less above 2014 budget	0.800%	2014 budget	1.200%	>= 2.5% below 2014 budget	1.600%
				_		[
Financial Performance (Division)	F 710/	10/ 20/20 20/4 50/20	0.40034		0.50004		
*See Note	5.71%	1% or less above 2014 budget	0.400%	2014 budget	0.600%	>= 2,5% below 2014 budget	0.800%
Secondary Goals							
		75% RACI compliance for applicable System		90% RACI compliance for applicable System		100% RACI compliance for applicable System	
RACI Compliance	10.00%	Operations Processes	0.700%	Operations Processes	1.050%	Operations Processes	1.400%
						aparacana i (decade)	
		75% or more of the 2013 workplan items have		90% or more of the workplan objectives have		100% or more of the workplan objectives have	
All Other Workplan Objectives	10.00%	been completed	0.700%	been completed	1.050%	been completed	1.400%
		wastrastriproced		abon configuration		осот сотрушци	
	77						
			7.00%		10.50%		14.00%
Total Part P	300 000/						A-7.00/0
Total Part B:	100.00%	<u> </u>					

2014 PERFORMANCE CONTRACT - VI	REPORTS				1		1

Line of Business/Division:		Hydro		VP Signature:			
Department/Region:		Finance			<u> </u>		
Position:		Manager, Supply Chain Management and Adminis	tration	Incumbent Signature:			<u> </u>
Incumbent: Salary:		\$133,255.53		5-4-			ļ
Salaty.		7435,455.55		Date:			
PART A - Corporate KPI's:	30%	<u></u>					<u> </u>
Performance Indicator	Weight	Threshold		Target		Opportunity	1 .
		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	0.600%	>= 750:1	0.900%
Soal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
SOUT 5. DUSTINGS EXCERNING							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

Line of Business/Division:		Hydro		VP Signature:			
Department/Region:		Finance					
Position:		Manager, Supply Chain Management and Administ	tration	Incumbent Signature:			
incumbent							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LiL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/L!L (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.5625009
otal Part A:	100.00%		1.50%		3.00%		4.50%

2014 PERFORMANCE CONTRACT - VI	P REPORTS						
Line of Business/Division:		Hydro		VP Signature:			
Department/Region:		Finance					
Position:		Manager, Supply Chain Management and Administ	tration	Incumbent Signature:			
Incumbent:							
PART B - Divisional/Department	tal Targets:	70%					
	1						
Performance Indicator	T	Threshold		Target		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Safary
			Weighted Score		Weighted Score	, i	Weighted Score
Safety			5.00%	" '	10.00%		15.00%
						· · · · · · · · · · · · · · · · · · ·	13.00%
Line of Business/Divisional <u>DEPARTMENTAL</u> Safety Performance	14.29%	☐ 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%	C injuries + total observations are >= 120% of the Nalcor per capita	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FEŁT Leadership score >= 8.0	1.000%	360 FELT Leadership score >= 11.0	1.500%
Primary Goal(s)							
Review and implement changes of the Nalcor Energy Vendor Performance Monitoring program.	17.14%	Vendor Performance Program reviewed with recommendations made.	0.600%	Vendor Performance Program recommendations implemented	1.200%	Vendor Performance Program recommendations implemented, and a 10% performance improvement realized	1.800%
Hydro Place Work Planning Process	17.14%	Existing planning process reviewed, and recommendations complete	0.600%	Existing planning process reviewed, recommendations implemented, and 75% of objectives complete	1.200%	Existing planning process reviewed, recommendations implemented, and 95% of objectives complete	1.800%
Financial Performance	17.14%	1% or less above 2013 budget	0.600%	2013 budget	1.200%	>= 2.5% below 2013 budget	1.800%
Secondary Goals							
To promote compliance with the new provincial Green Procurement Guide	10.00%	Guide introduced to end users, and Procurement staff	0.350%	Guide introduced to end users, and Procurement staff, and to have increased HP Admin post consumer product use from 22 to 35%	0.700%	Guide introduced to end users, and Procurement staff, and to have increased HP Admin post consumer product use from 22 to 44%	1.050%
All Other Workplan Objectives	10.00%	75% or more of the 2014 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%
Total Part B:	100.00%		3.50%		7.00%		10.50%

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2014 PERFORMANCE CONTRACT - V	P REPORTS						
Line of Business/Division:		Hydro	-	VP Signature			
Department/Region:		Finance		Vr Signature	1		
Position		Manager, Regulatory Engineering		Incumbent Signature	:	<u> </u>	
Incumbent:							
Salary:		\$132,000.00	· · · · · · · · · · · · · · · · · · ·	Date	:		
							1
PART A - Corporate KPI's:	30%						·
Performance Indicator	Weight	Threshold		Target	1	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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 milion	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

2014 PERFORMANCE CONTRACT - VI	REPORTS						
Line of Business/Division:		Hydro		VP Signature:			
Department/Region:		Finance	ì				
Position:		Manager, Regulatory Engineering		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LiL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
otal Part A:	100.00%		1.50%		3.00%		4.50%

2014 PERFORMANCE CONTRACT - VI	PEDODTS						
2014 FENTORIVIAITE CONTRACT - VI	UFLOV13						
Line of Business/Division:		Hydro		VP Signature:			
Department/Region:		Finance		vr signature.	·		
Position:		Manager, Regulatory Engineering		Incumbent Signature:			
Incumbent:		Iwanager, Regulatory Engineering		incumbent signature.			
		70%	· · · · · · · · · · · · · · · · · · ·	-			
PART B - Divisional/Department	ai targets:	70%					
Performance Indicator		Threshold		Target		Opportunity	
T GITOTHETICE PROTECTOR		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
		Periorinance Level	Weighted	Ferioritatice Level	Weighted	Ferioriiance tevel	
			Score		Score		Weighted
r.f.m.							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%	O 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%
Primary Goal(s)							
Regulatory (Priority 1)	17.14%	See Attached	0.600%	See Attached	1.200%	See Attached	1.800%
Improving Capital Regulatoy Interface (Priority 2)	17.14%	See Attached	0.600%	See Atlached	1.200%	See Attached	1.800%
Financial Performance	17.14%	1% or less above 2014 budget	0.500%	2014 budget	1.200%	>= 2.5% below 2014 budget	1.800%
Secondary Goals							
Other Regulatory Activities (Priority 3)	10.00%	See Attached	0.350%	See Attached	0.700%	See Attached	1.050%
All Other Workplan Objectives	10.00%	75% or more of the 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%
Total Part B:	100.00%		3.50%		7.00%		10.50%
Notes:							

2014 Performance Contract Manager, Regulatory Engineering Attachment

Regulatory (Priority #1)	Achieve five (5) of the following: Support Regulatory approval of 2015 Capital Budget Support Applications for new Transmission line and gas turbine projects as necessary Provide support on additional supplemental capital applications Work to improve quality and timelines of all documents being sent to the PUB & ensure they filter through regulatory Work to Integrate outage inquiry back into the regulatory group, being prime interface Provide guidance to Operations team within Hydro relating to unforeseen capital applications and ensuring deadlines are met. Review structure of PUB Quarterly	Achieve six (6) of the following: Support Regulatory approval of 2015 Capital Budget Support Applications for new Transmission line and gas turbine projects as necessary Provide support on additional supplemental capital applications Work to improve quality and timelines of all documents being sent to the PUB & ensure they filter through regulatory Work to Integrate outage inquiry back into the regulatory group, being prime interface Provide guidance to Operations team within Hydro relating to unforeseen capital applications and ensuring deadlines are met. Review structure of PUB Quarterly	Achieve all of the following: Support Regulatory approval of 2015 Capital Budget Support Applications for new Transmission line and gas turbine projects as necessary Provide support on additional supplemental capital applications Work to improve quality and timelines of all documents being sent to the PUB & ensure they filter through regulatory Work to Integrate outage inquiry back into the regulatory group, being prime interface Provide guidance to Operations team within Hydro relating to unforeseen capital applications and ensuring deadlines are met. Review structure of PUB Quarterly
	capital applications and ensuring deadlines are met.	capital applications and ensuring deadlines are met.	capital applications and ensuring deadlines are met.
Improving Capital	Achieve two (2) of the following:	Achieve three (3) of the following:	Achieve all of the following:
Regulatory Interface (Priority #2)	 Commence plan on Process Improvement assessment of Capital Budget Regulatory 	 Commence plan on Process Improvement assessment of Capital Budget Regulatory 	 Commence plan on Process Improvement assessment of Capital Budget Regulatory
	 Increase contact with the PUB and 	 Increase contact with the PUB and 	 Increase contact with the PUB and

	improved communication regarding capital applications. Establish yourself as key contact. Work on setting standards for applications and evidence required and work with Hydro Operations and PETs to ensure they follow when preparing applications Work on creating more engagement and interaction between Hydro Operations, Corporate Communications, & PETs regarding regulatory matters	improved communication regarding capital applications. Establish yourself as key contact. Work on setting standards for applications and evidence required and work with Hydro Operations and PETs to ensure they follow when preparing applications Work on creating more engagement and interaction between Hydro Operations, Corporate Communications, & PETs regarding regulatory matters	improved communication regarding capital applications. Establish yourself as key contact. Work on setting standards for applications and evidence required and work with Hydro Operations and PETs to ensure they follow when preparing applications Work on creating more engagement and interaction between Hydro Operations, Corporate Communications, & PETs regarding regulatory matters
Other Regulatory Activities (Priority #3)	 Achieve at least two (2) of the following: Provide regulatory support for Exploits transfer of assets Developed regulatory improvement plan and complete phase 1. Complete Assessment of Regulatory Structure/positions Involved in regulatory documentation organization project – to improve current documentation organization utilizing a technological solution 	Achieve at least three (3) of the following: Provide regulatory support for Exploits transfer of assets Develop regulatory improvement plan and complete phase 1. Complete Assessment of Regulatory Structure/positions Involved in regulatory documentation organization project — to improve current documentation organization utilizing a technological solution	Achieve all of the following: Provide regulatory support for Exploits transfer of assets Develop regulatory improvement plan and complete phase 1. Complete Assessment of Regulatory Structure/positions Involved in regulatory documentation organization project – to improve current documentation organization utilizing a technological solution

2014 PERFORMANCE CONTRACT - V	P REPORTS		1		T		<u> </u>
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Line of Business/Division	:	Hydro		VP Signature			
Department/Region:	:	Finance					
Position	1.	Manager Rates and Regulatory		Incumbent Signature	:		
Incumbent					i		
Salary		\$144,200.00		Date		**	
·							
PART A - Corporate KPI's:	30%						<u>' </u>
Performance Indicator	Weight	Threshold	[Target	1	Opportunity	T
			Salary		Salary		Salary
		Performance Level	Weighted	Performance Level	Weighted	Performance Level	Weighted
			Score		Score		Score
Goal 1: Safety	20.00%		10.00%		15.00%		20.00%
	1				 	-	
Lead/Lag ratio		>= 550:1	0.600%	>= 600:1	0.900%	>= 750:1	1.200%
]	1	2.20076
Goal 2: Environment	15.00%						

Environmental Leadership Targets		>= 92% of environmental leadership targets	0.45000%	>= 95% of evironmental leadership targets	0.675%	>= 97% of environmental leadership targets	0.90000%
		completed		completed		completed	0.20000
					 		
i			İ		İ		ļ
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92,4 million	0.600%	Net income >= \$108.4 milion	0.900%	Net income >= \$124.8 million	1.200%
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1			-				
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	i	CompleteThreshold portion of 2014 phase of		Complete 2014 phase of project execution		Complete opportunity activites in 2014 phase of	İ
Project Execution	10.00%	project execution excellence implementation plan.	0.3000%	excellence implementation plan	0.450%	project execution excellence implementation plan	0.6000%
	İ					,,	
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	ļ	Complete 2014 threshold planned activities of			İ	Tornot + 2014 apportunity and the in court	
Asset Management	10.00%	asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
]		accor management plan				тынаустың рып.	
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2014 PERFORMANCE CONTRACT - VI	REPORTS						
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Line of Business/Division:		Hydro		VP Signature:			
Department/Region:		Finance					
Position:		Manager Rates and Regulatory		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%

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2014 PERFORMANCE CONTRACT - VE	KEPUKIS	ŧ					
Line of Business/Division:		Hydro		VP Signature:			
Department/Region:		Finance		ve signature:			
Department/Region:						100 100	
Incumbent:		Manager Rates and Regulatory		Incumbent Signature:			
PART B - Divisional/Department		70%					
PART B - Divisionally Department	ai jargets:	70%					
Performance Indicator		Threshold		Target		0	
renormance indicator		Performance Level	Salary	Performance Level	Calara.	Opportunity	
		rendiniance Level	Weighted	Perioritatice Level	Salary	Performance Level	5alary
			Score		Weighted Score		Weighted
Safat.							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	1.500%	360 FELT Leadership score >= 11.0 +	2.000%
Primary Goal(s)							
Rates & Regulatory Activities	17.14%	See Attached Document	1.200%	See Attached Document	1.800%	See Attached Document	2.400%
Regulatory activities related to Lower Churchill/Commercial & Other	17.14%	See Attached Document	1.200%	See Attached Document	1.800%	See Attached Document	2.400%
Financial Performance	17.14%	See Attached Document	1.200%	See Attached Document	1.800%	See Attached Document	2.400%
Secondary Goals	-						
Other Regulatory Activities	10.00%	See Attached Document	0.700%	See Attached Document	1.050%	See Attached Document	1.400%
All Other Workplan Objectives	10.00%	75% or more of the workp!an 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%
Notes:							

2014 Performance Contract Manager, Rates and Regulatory Attachment

Rates & Regulatory Activities (Priority #1)	Threshold Achieve five (5) of the following: Support the decision for interim rates decision Plan, organize and support the GRA Process and rate hearing Support decision on refund of RSP Surplus Support Regulatory approval of 2015 Capital Budget Support Applications for new Transmission line and gas turbine projects as necessary Provide regulatory support for Alderon line Provide support relating to Labrador Grid & /South Coast Labrador interconnection with DNR	Achieve six (6) of the following: Support the decision for interim rates decision Plan, organize and support the GRA Process and rate hearing Support decision on refund of RSP Surplus Support Regulatory approval of 2015 Capital Budget Support Applications for new Transmission line and gas turbine projects as necessary Provide regulatory support for Alderon line Provide support relating to Labrador Grid & /South Coast Labrador interconnection with DNR	Opportunity Achieve seven (7) of the following: Support the decision for interim rates decision Plan, organize and support the GRA Process and rate hearing Support decision on refund of RSP Surplus Support Regulatory approval of 2015 Capital Budget Support Applications for new Transmission line and gas turbine projects as necessary Provide regulatory support for Alderon line Provide support relating to Labrador Grid & /South Coast Labrador interconnection with DNR
Regulatory activities related to Lower Churchill/Commercial & Other (Priority #2)	 Provide support to Outage Inquiry Achieve one (1) of the following: Commence development Plan for incorporation of MF-LIL costs into NLH rates Support finalization of Nalcor-NLH Secondary Formal Agreements Obtain necessary approvals for 2014 NLH long-term debt requirements and complete financing Provide regulatory support for Exploits transfer of assets 	 Provide support to Outage Inquiry Achieve two (2) of the following: Commence development Plan for incorporation of MF-LIL costs into NLH rates Support finalization of Nalcor-NLH Secondary Formal Agreements Obtain necessary approvals for 2014 NLH long-term debt requirements and complete financing Provide regulatory support for Exploits transfer of assets 	 Provide support to Outage Inquiry Achieve three (3) of the following: Commence development Plan for incorporation of MF-LIL costs into NLH rates Support finalization of Nalcor-NLH Secondary Formal Agreements Obtain necessary approvals for 2014 NLH long-term debt requirements and complete financing Provide regulatory support for Exploits transfer of assets

Other Regulatory	
Activities	

Achieve at least (4) of the following:

- Complete Assessment of Regulatory Structure/positions
- Commence plan on Process Improvement assessment of Capital Budget Regulatory process
- Provide support towards the longterm financial forecast
- Provide support on additional supplemental capital applications
- Provide guidance to Operations team within Hydro relating to unforseen capital applications and ensuring deadlines are met
- Commence Assessment of Regulatory Processes
- Work on Improving Relationship with the PUB

Achieve at least (5) of the following:

- Complete Assessment of Regulatory Structure/positions
- Commence plan on Process
 Improvement assessment of Capital
 Budget Regulatory process
- Provide support towards the longterm financial forecast
- Provide support on additional supplemental capital applications
- Provide guidance to Operations team within Hydro relating to unforseen capital applications and ensuring deadlines are met
- Commence Assessment of Regulatory Processes
- Work on Improving Relationship with the PUB

Achieve at least (6) of the following:

- Complete Assessment of Regulatory Structure/positions
- Commence plan on Process Improvement assessment of Capital Budget Regulatory process
- Provide support towards the longterm financial forecast
- Provide support on additional supplemental capital applications
- Provide guidance to Operations team within Hydro relating to unforseen capital applications and ensuring deadlines are met
- Commence Assessment of Regulatory Processes
- Work on Improving Relationship with the PUB

2014 PERFORMANCE CONTRACT - V	D DEDORTE		·	T	T		1
2014 PERFORMANCE CONTRACT - V	F REPURIS	- 	+				
Line of Business/Division:		NLHydro		VP Signature			
Department/Region:		Project Execution & Technical Services			·		
Position:		Manager Project Execution - Regulated		Incumbent Signature			
incumbent:					·		
Salary:		\$140,805.00	_	Date		· · · · · · · · · · · · · · · · · · ·	<u> </u>
			1				
PART A - Corporate KPI's:	30%				1		
Performance Indicator	Weight	Threshold		Target		Opportunity	F
		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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%				}		
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 milion	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	Complete Threshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	C.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

-				-			
Line of Business/Division		NLHydro		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 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LiL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LiL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014, Project forecast final cost and schedule on track	0.562500%
otal Part A:	100.00%		1.50%		3.00%		4.50%

2014 PERFORMANCE CONTRACT - V	P REPORTS						T
							
Line of Business/Division:		NLHydro		VP Signature:			1
Department/Region:		Project Execution & Technical Services					1
Position:		Manager Project Execution - Regulated		Incumbent Signature:			
Incumbent:							
PART B - Divisional/Department	tal Targets:	70%					
					-		
Performance Indicator	<u> </u>	<u>Threshold</u>		Target	-	Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
	<u> </u>		Weighted		Weighted		Weighted
Safata	-		Score		Score		Score
Safety			5.00%		10.00%		15.00%
10.00%	14.29%	Personal Safety Plans developed by direct reports	0.500%	Perform 50 formal Site Safety Tours, by Division	1.000%	Perform 65 formal Site Safety Tours, by Division	1.500%
7.00%	10.00%	O injuries + total observations are >= 80% of the Nalcor per capita	0.350%	0 injuries + total observations are >= 200% of the Nalcor per capita	0.700%	0 injuries + total observations are >= 120% of the Nalcor per capita	1.050%
8.00%	11.43%	N/A	0.400%	360 FELT Leadership score >= 8,0	0.800%	360 FELT Leadership score >= 11.0	1.200%
Primary Goal(s)				7			
							
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%	Complete detailed resource planning for 2014 projects	0.150%	implement strategic partnerships with selected consulting organizations for engineering & project management services	0.300%	Complete resource planning for 2015 projects	0.450%
	4.29%	Implement agreed quality measures for 50% of all projects	0.150%	Implement agreed quality measures for 80% of all projects	0.300%	Develop Quality Management Manual	0.450%
Priority Workplan Objective #2 Complete Planned 2013 Asset Management Strategic Deliverables	3.57%	Execute self-essessment package developed and tested in 2013 to measure status and identify opportunities	0.125%	Update existing plans and support budgeting process, consider risk of failure in terms of probability and impact in prioritization	0.250%	Execute 2014 portion of the previously created Gap Closure Plan (2012)	0.375%
	3.57%	Review progress and apportunities with key stakeholder groups and identify priorities for the next 5 years	0.125%	Execute Lubric'n Prog'm self-assessment Execute LTAP self-assessment Execute STWPS self-assessment Implament std. transformer test proceed. Execute RCRFA self-assessment	0.250%	Create vision with stakeholders and establish next steps	0.375%
	2.86%	Use survey package developed in 2013 to measure maturity in key areas, identify opportunities and	0.100%	Execute 2014 portion of the Basis of Design Gap Closure Plan	0.200%	Collect input from LOB's, consolidate and prepare for implementation on intranet site	0.300%
Priority Workplan Objective #3 Technical Services Development	7 X6%	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)	0.200%	Technical support provided to Operating groups on prioritized and planned basis (95 % of priority A work)	0.300%
	3.57%	Develop Tech Services Road Map for 2014	0.125%	Develop and Implement joint Project Execution and Technical Services road Map fro 2014	0.250%	Create next steps in development of 2015 PETS long term 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 20% of the regulated proposals	0.250%	Demonstrate earned value for projects and create Phase implementation plan	0.375%

2014 PERFORMANCE CONTRACT - VI	REPORTS						
Line of Business/Division:		NLHydro		VP Signature:			
Department/Region:		Project Execution & Technical Services					
Position:		Manager Project Execution - Regulated		Incumbent Signature:			
Incumbent:							
Financial Performance	10.00%	5% or less above 2014 Divisional operating budget	0.350%	On 2014 Divisional operating budget	0.700%	>= 2.5% below 2014 Divisional operating budget	1.050%
	10.00%	Capex Expenditures, (Reg & Non Reg), +/- 12%, overall budget variance	0.350%	Capex Expenditures, (Reg & Non Reg), +/+ 10%, overall budget variance	0.700%	Cepex Expenditures, (Reg & Non Reg), +/- 8%, overall budget variance	1.050%
All Other Workplan Objectives	10.00%	75% or more of the VP's 2014 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%
Total Part B:	100.00%		3.50%		7.00%		10.50%

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2014 PERFORMANCE CONTRACT - V	P REPORTS						-
			ļ				
Line of Business/Division		Regulated Operations		VP Signature			
Department/Region	-	Hydro Generation					
Position		Manager, Hydro Generation		Incumbent Signature			
Incumbent							
Salary	*	\$139,754.51	ļ	Date:			
	1		<u> </u>				
PART A - Corporate KPI's:	30%						
Performance Indicator	Weight	<u>Threshold</u>		<u>Target</u>		Opportunity	1
		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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
South Environment	10.0078		 				ļ
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 milion	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%
Cil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LiL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
Total Part A:	100.00%		1.50%		3.00%		4.50%

2014 PERFORMANCE CONTRACT - \	/P REPORTS						
Line of Business/Division	12	Regulated Operations		VP Signature:			
Department/Region	ı:	Hydro Generation					
Position	12	Manager, Hydro Generation		Incumbent Signature:			
Incumbent	=						
PART B - Divisional/Departmen	ital Targets:	70%			i		
Performance Indicator		<u>Threshold</u>		Target		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
		i	Weighted Score		Weighted Score		Weighted Score
Safety			5.00%		10.00%		15.00%
1							15.00/0
Dept = Hydro Gen	14.29%	DEPT AIFR<= 1.8 (Effectively <=1)	0.500%	DEPT AIFR<=.8 (Effectively <=0)	1.000%	DEPT AIFR<+.75 and TRO<75	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%
Primary Goal(s)							
Asset Management Strategy	17.14%	Per Threshold in Corporate Goal Document where Hydro Generation is indicated as having a role. All Incremental Actions in Integrated Action Plan from 2014 Incidents Complete	0.600%	Per Target in Corporate Goal Document where Hydro Generation is indicated indicated as having a role. All Incremental Actions in Integrated Action Plan from 2014 Incidents Complete.	1.200%	Per Opportunity in Hydro Plan Asset Management Strategy where Dept is indicated as having a role plus 100% of Dept Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.800%
Weighted Hydro Gen Capability Factor	8.57%	90.67 (CEA Average)	0.300%	91.88 (From System Operations)	0.600%	94.02 (Best in 5 years)	0.900%
Reliability - Island Power System Contingency Reserve	8.57%	>=99.25%	0.300%	>=99.5%	0.600%	>=99.80	0.900%
Financial Performance DEPT including Star Lake less EFB	11.43%	<=(8udget +1.0%)	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%
Secondary Goals							
PM Completion Hydro Generation and generation availability	10.00%	Complete 90% of PMs on each generating unit and all generation of 100% availability on December 1	0.350%	Complete 95% of PMs on each generating unit and all generation 100% available on December	0.700%	Complete 98% of PMs on each generating unit and all generation 100% available on December	1.050%
All Other Workplan Objectives	10.00%	75% or more of the department 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%
Total Part B:	100.00%		3.50%		7.00%		10.50%

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2014 PERFORMANCE CONTRACT - V	r KEPUKIS		1				1
Line of Business/Division		NL Hydro	 	VP Signature		· · · · · · · · · · · · · · · · · · ·	
Department/Region		System Operations and Planning		vr signature.	-		 -
Position		Mgr. Generation & Rural Planning		Incumbent Signature:			1.
Incumbent		INGI: Generation & Rutal Franking		incumbent signature.		-	1
Salary		\$145,279.20		Date:			ļ
Satary.		3140,273.20	 	Date:		· · · · · · · · · · · · · · · · · · ·	-
PART A - Corporate KPI's:	30%	·!····			<u> </u>		<u>.l</u>
Performance Indicator		Th	1		1		
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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 milion	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management ptan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

2014 PERFORMANCE CONTRACT - VI	P REPORTS					T	Γ
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Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		System Operations and Planning				· · · · · · · · · · · · · · · · · · ·	
Position:		Mgr. Generation & Rural Planning		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
Total Part A:	100.00%		1.50%		3.00%		4.50%

2014 PERFORMANCE CONTRACT - V	P REPORTS						
							1
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		System Operations and Planning					
Position:		Mgr. Generation & Rural Planning		Incumbent Signature:			
Incumbent:							
PART B - Divisional/Department	al Targets:	70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
			Weighted		Weighted		Weighted
			Score		Score	•	Score
Safety			5.00%		10.00%		15.00%
04102			3.00%		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 Naicor 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%
Primary Goal(s)			···				
2015 Generation Decision	17.14%	Application Fi/ed with PUB	0.600%	Application approved including approval for new generation source	1.200%	New generation on track for Q1 2015 in-service	1.800%
Generation Planning Post 2018	8.57%	Comprehensive Listing of issues which need to studied	0.300%	Plan and schedule for completion	0.600%	Plan being worked and results being accompolished	0.900%
Response to indentified actions from Focus Area Reports Dec/Jan event	8.57%	>80 % of identified actions complete	0.300%	All identified Action Completed	0.600%	All actions complete plus actions from PUB/Govt review	0.900%
Financial Performance (Dept) *See Note	11.43%	1% or less above 2014 budget	0.400%	2014 budget	0.800%	>= 2.5% below 2014 budget	1.200%
Financial Performance (Division)	5.71%	1% or less above 2014 budget	0.200%	2014 budget	0.400%	>= 2.5% below 2014 budget	0.600%
Secondary Goals				1			- ·
RACI Compliance	5.00%	75% RACI compliance for applicable Gen & Rural Planning Processes	0.175%	90% RACI compliance for applicable Gen & Rural Planning Processes	0.350%	100% RACI compliance for applicable Gen & Rural Planning Processes	0.525%
RACI Compliance	5.00%	75% RACi compliance for applicable Market Analysis Processes	0.175%	90% RACI compliance for applicable Merket Analysis Processes	0.350%	100% RACI compliance for applicable Market Analysis Processes	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%
Total Part B:	100.00%		3.50%	! 	7.00%		10.50%
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2014 PERFORMANCE CONTRACT - V	PREPURIS		ļ		1		ļ <u>.</u>
Line of Business/Division:		Hydro		VP Signature			
Department/Region:		Finance	 	VF Signature	1		
Position	+	Manager, Financial Control Processes & Risk		Incumbent Signature			
Incumbent:		I manager, t manager as the transfer as the tr	-	The mount of the control of the cont	`	<u> </u>	
Salary		\$147,800.00		Date			
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PART A - Corporate KPI's:	30%		F				
Performance Indicator	Weight	Threshold		Target	1	Opportunity	T
			Salary		Salary	<u>оррания</u>	Salary
		Performance Level	Weighted	Performance Level	Weighted	Performance Level	Weighted
			Score		Score	, Ellering et et e	Score
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
			2.0070		10.00%		15,00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.600%	>= 750:1	0.900%
			0.500,0	555	0.50076	7-730.1	0.500%
•						- Williams	
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Goal 2: Environment	15.00%						
			:				7
Environmental Leadership Targets	}	>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets	0.450%	>= 97% of environmental leadership targets	0.67500%
L		completed		completed		completed	
							
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Goal 3: Business Excellence					1		
dour or business Executive					ĺ		
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124,8 million	0.900%
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		CompleteThreshold portion of 2014 phase of		Complete 2014 phase of project execution		Complete opportunity activites in 2014 phase of	
Project Execution	10.00%	project execution excellence implementation plan.	0.1500%	excellence implementation plan	0.300%	project execution excellence implementation plan	0.4500%
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Asset Management	10.00%	Complete 2014 threshold planned activities of	0.45000/	Complete 2016 phase of sections as	0.2000/	Target + 2014 opportunity activities in asset	
Asset Management	10.00%	asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	månagement plan.	0.4500%
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2014 PERFORMANCE CONTRACT - VI	PREPORTS			1		1	
		1			-	· · · · · · · · · · · · · · · · · · ·	
Line of Business/Division:		Hydro		VP Signature:			
Department/Region:		Finance					
Position:		Manager, Financial Control Processes & Risk		Incumbent Signature:			
Incumbent:						-	
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LiL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
Total Part A:	100.00%		1.50%		3.00%		4.50%

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2014 PERFORMANCE CONTRACT - V	r KEPUKIS	1					
Line of Business/Division:		Hydro		VP Signature:			
Department/Region:		Finance		vr signature:			
Position		Manager, Financial Control Processes & Risk		Incumbent Signature:	<u>-</u>		
Incumbent		manager, Financial Control Frocesses & Risk		incompent signature.			
PART B - Divisional/Department		70%		1.00			
PART B - Divisionary Department	iai targets.	1076					
Performance Indicator	-	Threshold		Target		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Leve!	Salary
	ĺ		Weighted		Weighted	Constitution Eaves	Weighted
			Score		Score		Score
Safety			5.00%		10.00%		15.00%
							15,0070
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%
Primary Goal(s)							
Hydro Transition plan from Corporate	17.14%	See Attached Document	0.600%	See Attached Document	1.200%	See Attached Document	1.800%
Finance & GRA Objectives	17.14%	See Attached Document	0.600%	See Attached Document	1.200%	See Attached Document	1.800%
Financial Performance	17.14%	1% or less above 2014 budget	0.500%	2014 budget	1.200%	>= 2.5% below 2014 budget	1.800%
Secondary Goals							
Other Finance Activities	10.00%	See Attached Document	0.350%	See Attached Document	0.790%	See Attached Document	1.050%
All Other Workplan Objectives	10.00%	75% or more of the 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%
Total Part B:	100.00%		3.50%		7.00%		10.50%
Notes:							
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2014 PERFORMANCE CONTRACT - VI	r repukis	1					
Line of Business/Division:		Regulated Operations		VP Signature:			ļ
Department/Region:		Thermal Generation					
Position:		Manager, Thermal Generation (Former) Manager, Building The Production Organization (Current)		Incumbent Signature:			
Incumbent:	1						
Salary:		\$162,900.00		Date:			ļ
PART A - Corporate KPI's:	30%	1	<u> </u>			·	<u> </u>
Performance Indicator	Weight	Threshold	1	Target		Onnert units	·
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Qpportunity 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	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence	,,,,						
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 milion	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project	12.50%	MRF/LI£ (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LiL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%
		2014 Performan	ce Contract Mai	nager, Thermal Generation (Former) BTPO (Current)	<u> </u>	7.1.1.1	Page 1 of 2

2014 PERFORMANCE CONTRACT - VI	P REPORTS						
Line of Business/Division:		Regulated Operations		VP Signature:			
Department/Region:		Thermal Generation Manager, Thermal Generation (Former)	<u> </u>	Incumbent Signature:			
		Manager, Building The Production Organization		incumbent signature:			
Position:		(Current)		ļ			
Incumbent:		(can end)				<u> </u>	
PART B - Divisional/Department		70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety			10.00%		15.00%	<u> </u>	20.00%
Dept = Thermal Generation	14.29%	DEPT AIFR<= 1.0 (Effectively <= 1)	1.000%	DEPT AIFR<= 0.8 (Effectively <= 0)	1.500%	DEPT AIFR<= 0.80 and Dept managed On-Site Major Contractors AIFR = 0	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)	· · · -					·	
Asset Management and 2013 and 2014 Incident Review Action Plan	17.14%	Per Threshold in Hydro Pian Asset Management Strategy where Dept is indicated as having a role plus 90% of Dept Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.200%	Per Target in Hydro Plan Asset Management Strotegy where Dept is indicated as having a role plus 100% of Dept Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.800%	Per Opportunity in Hydro Plan Asset Management Strategy where Dept is indicated as having a role plus 100% of Dept Accountable 2014 Actions from 2013 and 2014 Incident Reviews	2.400%
Reliability - Plant Weighed Derating Adjusted Forced Outage Rate	8.57%	<=10.69 (NLH 5-year average 2008-12)	0.600%	<=8.00 (Target from System Operations)	0.900%	<=6.02 (2008-12 CEA Average)	1.200%
Reliability - island Power System Contingency Reserve	8.57%	>= Threshold as per Hydro Plan	0.600%	>= Target as per Hydro Plan	0.900%	>= Opportunity as per Hydro Plan	1.200%
Financial Performance DEPT less EFB	11.43%	<=(Budget +1.0%)	D.800%	<=3udget	1.200%	<={Budget -1.5%}	1.600%
Financial Performance Reg Ops (Pius Exploits Operating Expenses)	5.71%	<=(Budget +1.0%)	0.400%	<=Budget	0.600%	<=(Budget -1.5%)	0.800%
Secondary Goals							
Mult-year Operating Plan to Plant Retirement	10.00%	90% of 2014 action plans completed	0.700%	100% of 2014 action plans completed	1.050%	100% of 2014 action plans completed and at least one significant item of 2014 plan has been initiated	1.400%
All Other Workplan Objectives	10.00%	75% or more of the 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%
Notes:							İ
		7011 D. C		Average Comments (Former) STRA (Comments)			

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2014 PERFORMANCE CONTRACT - V	Y REPORTS	<u>.</u>	ļ				
	1						
Line of Business/Division:		Regulated Operations	-	VP Signature:			ļ
Department/Region:		Transmission and Rural Operations	 	1	 		
Incumbent	+	General Manager, TRO		Incumbent Signature:	<u> </u>		
Salary		\$160,695.02	-	Data			
SEIBI Y	` 	3100,093.02		Date	 	100	
PART A - Corporate KPI's:	30%		1		<u> </u>		<u> </u>
Performance Indicator	Weight	Threshold	1	7		1 0 1	1
remainded protestor	- Weight	Tillestroid	Salary	<u>Target</u>	Salary	Opportunity	
		Performance Level	Weighted Score	Performance Level	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	0.900%	>= 750:1	1.200%
			_				
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 million	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in expionation strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LiL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%

2014 DEDECORRANCE CONTRACT 10	DEPOSTS			1			
2014 PERFORMANCE CONTRACT - VI	REPURIS	Ţ					
Line of Business/Division:		Regulated Operations		VP Signature:			
Department/Region:		Transmission and Rural Operations		vr Signature:			
Position:		General Manager, TRO		Incumbant Const			
Incumbent:			 -	Incumbent Signature:			
PART B - Divisional/Department	1	70%					
FART B - DIVISIONAL/ DEPARTMENT	ai rarges:	70%			***		
Performance Indicator		Threshold		Tournet		0	
T CHOIMANCE MIGREEO!		Performance Level	Salary	<u>Target</u>	Calaa	Opportunity	
		renormance tevel	Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety			10.00%		15.00%		20.00%
TRO	14.29%	DEPT AIFR<= 0.95 (Effectively <= 3)	1.000%	DEPT AIFR<= 0.8 (Effectively <= 2)	1.500%	DEPT AIFR<= 0.00	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)							
Asset Management and 2013 and 2014 Incident Review Action Plan	17.14%	Per Threshold in Hydro Pian Asset Management Strategy where TRO is indicated as having a role plus 90% of TRO Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.200%	Per Target in Hydro Plan Asset Management Strategy where TRO is indicated as having a role plus 95% of TRO Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.800%	Per Opportunity in Hydro Plan Asset Management Strategy where TROC is indicated as having a role plus 100% of TRO Accountable 2014 Actions from 2013 and 2014 Incident Reviews	2.400%
Reliability (Transmission)	8.57%	T-SAIFI Forced<=1.83 (NLH 5-year avg)	0.600%	T-SAIFI Forced<=0.85 (prior year carried forward)	0.900%	T-SAIFI Forced<0.51 (CEA top quartile)	1.200%
Reliability (Distribution)	8.57%	SAIFI <= 4.79 (NLH 5 year average)	0.600%	SAIFI <.= 3.65 (prior year carried forward)	0.900%	SAIFI <3.51 (best in 5-years)	1.200%
Financial Performance All TRO (excluding EFB)	11.43%	<=(101% of Budget)	0.800%	<=Budget	1.200%	<=(98.5% of Budget)	1.600%
Financial Performance Reg Ops (Plus Exploits Operating Expenses)	5.71%	<=(101% of Budget)	0.400%	<=Budget	0.600%	<=98.5% of Budget	0.800%
Secondary Goals							
Completion of EES Action Plan	10.00%	>90% of plan actions	0.700%	>95% of plan actions	1.050%	100% of plan actions	1.400%
All Other Workplan Objectives	10.00%	75% or more of the 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%
N							
Notes:	· · · · · · · · · · · · · · · · · · ·						

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2014 PERFORMANCE CONTRACT - V	P REPORTS		1		ļ		<u> </u>
<u> </u>	<u> </u>						
Line of Business/Division:		Regulated Operations	ļ	VP Signature:			
Department/Region:	_	Regulated Operations					
Position:		GM, Gas Turbines and Diesel Operations		Incumbent Signature:			
Incumbent:							
Salary:		\$155,190.00		Date:		<u> </u>	
		1	l			<u> </u>	
PART A - Corporate KP!'s:	30%						
Performance Indicator	Weight	<u>Threshold</u>		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	0.900%	>= 750:1	1.200%
	1						
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.500%	Net income >= \$108.4 milion	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchil! Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/Lit. (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%

2014 PERFORMANCE CONTRACT - V	(D DEDOOTS			1			,
2014 PERFORIVANCE CONTRACT - V	/P REPORTS	1	1				
Line of Business/Division		Regulated Operations		VP Signature:			
Department/Region		Regulated Operations					
Position	_	GM, Gas Turbines and Diesel Operations		Incumbent Signature:			
Incumbent	:				-		
PART B - Divisional/Departmen	rtal 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	<u> </u>		10.00%		15.00%		20.00%
	-						
TRO Division	14.29%	AIF<=1.10 (.82)	1.000%	AIF <= .8	1.500%	AIF <=.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)							
Reliability (Forced Outages) UFOP (MW-Min)<=	14.29%	21.59%	1.000%	20.39%	1.500%	11.84%	2.000%
Maintain Generation Contingency Reserve Requirements	14.29%	99.30%	1.000%	99.50%	1.500%	99.80%	2.000%
Operation and Maintenance Plan for Winter Readiness	14.29%	Gas Turbine Facilities - Completed by December 1 and 90% of planned Critical Maintenance Completed on Major Assets	1.000%	Gas Turbine Facilities - Completed by December 1 and 95% of planned Critical Maintenance Completed on Major Assets	1.500%	Gas Turbine Facilities - Completed by December 1 and 100% (Prorated for payout) of planned Critical Maintenance Completed on Major Assets	2.000%
Capital Budget Project Completions	7.14%	88.00%	0.500%	90.00%	0.750%	100% (Prograted for payout)	1.000%
Complete Line of Business Asset Management Intiatives for GT's	14.29%	Ail Threshold Activities in Hydro Plan	1.000%	All Target Activities in Hydro Plan	1.500%	All Opportunity Activities in Hydro Plan	2.000%
Secondary Goals							
All Other Hydro Corporate Plan Intiatives Completion	7.14%	75% or more of the LOB's annual plan initiatives have been completed	0.500%	90% or more of the LOB's annual plan initiatives have been completed	0.750%	100% (Prorated for Payout) or more of the LOB's annual plan initiatives have been completed	1.000%
Total Part B:	100.00%	calcuation is Target Payout plus Threshold Inc	7.00%	tual Tarrett//Threehold Tarrett	10.50%		14.00%

P REPORTS						
:		1	1			
:						
	Hydro		VP Signature:			
	Finance					
-	General Manager, Finance		Incumbent Signature:			
	\$164,646.59		Date:			
						<u> </u>
Weight	<u>Threshold</u>		Target		Opportunity	
	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
20.00%	· ·			·		20.00%
20.007		10.0074	1	13.00%		20.00%
	>= 550:1	0.600%	>= 800;1	0.900%	>= 750:1	1.200%
15.00%						
	>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 milion	0.900%	Net income >= \$124.8 million	1.200%
10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.6000%
10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
	20.00% 20.00% 20.00%	Sind Sind	General Manager, Finance S164,646.59 30% Weight Threshold Salary Weighted Score 20.00% 10.00% 10.00% >= 550:1 0.600%	Si64,646.59 Date:	Salot,646.59 Date:	General Manager, Finance Incumbent Signature:

2014 PERFORMANCE CONTRACT - VI	PEDORTE	· · · · · · · · · · · · · · · · · · ·				1	
2014 PERFORMANCE CONTRACT - VI	REPURIS	T					
Line of Business/Division:		Hydro		VP Signature:			
Department/Region:		Finance					
Position:		General Manager, Finance		Incumbent Signature:			
Incumbent:					_		
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in exptonations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%
		TOTAL MARKAGANA					

2014 PERFORMANCE CONTRACT - VI	PREPORTS						
		T					
Line of Business/Division:		Hydro		VP Signature:		_	
Department/Region:		Finance				· · · · · · · · · · · · · · · · · · ·	
Position:		General Manager, Finance		Incumbent Signature:			-
Incumbent:							
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
			Weighted		Weighted		Weighted
			Score		Score	į	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 Naicor per capita	1.500%	0 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	1.500%	360 FELT Leadership score >= 11.0 +	2.000%
Primary Goal(s)							
Rates & Regulatory	17.14%	See Attached	1.200%	See Attached	1.800%	See Attached	2.400%
Hydro Finance	17.14%	See Attached	1.200%	See Attached	1.800%	See Attached	2.400%
Financial Performance	17.14%	1% or less above 2014 budget	1.200%	2014 budget	1.800%	>= 2.5% below 2014 budget	2.400%
Secondary Goals							
Other Hydro Finance and Regulatory	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 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%
Notes:		·					

2014 Performance Contract General Manager, Finance Attachment

	vinireshald	Target 2	4 Opportunity
Rates & Regulatory (Priority #1)	 Achieve five (5) of the following: Support the decision for interim rates decision Plan, organize and support the GRA Process and rate hearing Support decision on refund of RSP Surplus Support Regulatory approval of 2015 Capital Budget Support Applications for new Transmission line and gas turbine projects as necessary Provide regulatory support for Alderon line Obtain necessary approvals for 2014 NLH long-term debt requirements and complete financing Provide regulatory support for Exploits transfer of assets 	 Achieve six (6) of the following: Support the decision for interim rates decision Plan, organize and support the GRA Process and rate hearing Support decision on refund of RSP Surplus Support Regulatory approval of 2015 Capital Budget Support Applications for new Transmission line and gas turbine projects as necessary Provide regulatory support for Alderon line Obtain necessary approvals for 2014 NLH long-term debt requirements and complete financing Provide regulatory support for Exploits transfer of assets 	Achieve seven (7) of the following: Support the decision for interim rates decision Plan, organize and support the GRA Process and rate hearing (Incomplete – all RFIs and work was done on GRA but to ensure new rates align with increased cost levels, strategic decision made to delay GRA process to have rates set based on 2015 costs rather than 2013 costs.) Support decision on refund of RSP Surplus Support Regulatory approval of 2015 Capital Budget Support Applications for new Transmission line and gas turbine projects as necessary Provide regulatory support for Alderon line Obtain necessary approvals for 2014 NLH long-term debt requirements and complete financing Provide regulatory support for Exploits transfer of assets.
Hydro Finance (Priority #2)	Achieve three (3) of the following: Complete transfer of staff and related work activities from Corporate related to Capital and GL	Achieve four (4) of the following: Complete transfer of staff and related work activities from Corporate related to Capital and GL	Achieve five (5) of the following: Complete transfer of staff and related work activities from Corporate related to Capital and GL

	to Hydro finance team (Phase 1) Implement a transition plan for Phase 2 of transition to Hydro from Corporate of Hydro financial services including resource plan Provide financial support relating to GRA Provide financial support relating to Exploits transfer of assets Participate and support activities related to Eastlink pole attachment deal. Commence review of financial controls and processes	to Hydro finance team (Phase 1) Implement a transition plan for Phase 2 of transition to Hydro from Corporate of Hydro financial services including resource plan Provide financial support relating to GRA Provide financial support relating to Exploits transfer of assets Participate and support activities related to Eastlink pole attachment deal. Commence review of financial controls and processes	to Hydro finance team (Phase 1) Implement a transition plan for Phase 2 of transition to Hydro from Corporate of Hydro financial services including resource plan Provide financial support relating to Provide financial support relating to Exploits transfer of assets Participate and support activities related to Eastlink pole attachment deal. Commence review of financial controls and processes
Other Hydro Finance and Regulatory Activities (Priority #3)	Achieve at least four (4) of the following: Support finalization of Nalcor-NLH Secondary Formal Agreements Commence development Plan for incorporation of MF-LIL costs into NLH rates Complete Assessment of Regulatory Structure/positions Commence plan on Process Improvement assessment of Capital Budget Regulatory process Provide support towards the long-term financial forecast Provide support on additional supplemental capital applications Provide guidance to Operations team within Hydro relating to unforseen capital applications and ensuring deadlines are met	Achieve at least five (5) of the following: Support finalization of Nalcor-NLH Secondary Formal Agreements — Commence development Plan for incorporation of MF-LIL costs into NLH rates Complete Assessment of Regulatory Structure/positions Commence plan on Process Improvement assessment of Capital Budget Regulatory process Provide support towards the long-term financial forecast Provide support on additional supplemental capital applications Provide guidance to Operations team within Hydro relating to unforseen capital applications and ensuring deadlines are met	Achieve at least six (6) of the following: Support finalization of Nalcor-NLH Secondary Formal Agreements Commence development Plan for incorporation of MF-LIL costs into NLH rates Complete Assessment of Regulatory Structure/positions Commence plan on Process Improvement assessment of Capital Budget Regulatory process Provide support towards the long-term financial forecast Provide support on additional supplemental capital applications Provide guidance to Operations team within Hydro relating to unforseen capital applications and ensuring deadlines are met

2014 PERFORMANCE CONTRACT - V	P REPORTS				<u> </u>		· ·
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Line of Business/Division:		Finance		VP Signature	:		
Department/Region:	:	Rates and Regulatory					
Position:		Controller, NL Hydro		Incumbent Signature			· · · · · · · · · · · · · · · · · · ·
Incumbent	:						<u> </u>
Salary:		\$162,900.00		Date			
			1				
PART A - Corporate KPI's:	30%		E.			* · · · · · · · · · · · · · · · · · · ·	<u> </u>
Performance Indicator	Weight	Threshold		Target	i	Opportunity	T
	1		Salary	12,72	Salary	Supercounty	Salary
1		Performance Level	Weighted	Performance Level	Weighted	Performance Level	Weighted
			Score		Score	r citorinance ecver	Score
Goal 1: Safety	20.00%		10.00%		15.00%		20.00%
			200071		15.0070		20.0078
Lead/Lag ratio		>= 550:1	0.500%	>= 600:1	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
	23,0076				ļ. <u> </u>		ļ
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108,4 milion	0.900%	Net income >= \$124.8 million	1.200%
Project Executioл	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%

	CT - VP REPOR					
	vision:		VP Signature:			
latory	egion:		Vr Signature.			
Hydro	sition:		Incumbent Signature:			
1,40.0	nbent:		meenwant organization			
0% of planned 2014 activities in exploration strategy	y 12.5	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
MRF/LIL (Phase 1) % of planned 2014 scope within output cost and schedule 0.37! trinal cost and schedule on track	12.5	0.375000%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
3,(100.0	3.00%		4.50%		6.00%
_	100.4		3.00%	3.00%	3.00% 4.50%	3.00% 4.50%

2014 PERFORMANCE CONTRACT - V	P REPORTS	· · · · · · · · · · · · · · · · · · ·	1				
Line of Business/Division:	:	Finance		VP Signature:			
Department/Region:		Rates and Regulatory					
Position:		Controller, NL Hydro		Incumbent Signature:			
Incumbent:							
PART B - Divisional/Department	tal Targets:	70%					
"							
Performance Indicator		Threshold		Target		Opportunity	
	1	Performance Level	Salary	Performance Level	Salary	Performance Level	Şalary
]	Weighted		Weighted		Weighted
			Score		Score		Score
Safety			10.00%		15.00%		20.00%
	ì						20.0075
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	1.500%	360 FELT Leadership score >= 11.0 +	2.000%
Primary Goal(s)							
Priority Workplan Objective #1: Hydro Transition Plan from Corporate	17.14%	See Attachment	1.200%	See Attachment	1.800%	See Attachment	2.400%
Priority Workplan Objective #2	17.14%	See Attachment	1.200%	See Attachment	1.800%	See Attachment	2.400%
Financial Performance (see note)	17.14%	1% or less above 2014 budget	1.200%	2014 budget	1.800%	>= 2.5% below 2014 budget	2.400%
Secondary Goals							
Priority Workplan Objective #3	10.00%	See Attachment	0.700%	See Attachment	1.050%	See Attachment	1.400%
All Other Work Plan Objectives	10.00%	75% or more of the 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 items have been completed.	1.400%
Total Part 8:	100.00%		7.00%		10.50%		14.00%
	,						
Notes:	·'						
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2014 Performance Contract Controller, NL Hydro

	4. s. see Minneshold	. Target show that	Opportunity
Priority Item #1	Achieve four (3) of the following: Complete monthly / quarterly financial reporting Complete reporting packages for LT, Board and Audit Committee, and AGM Complete 2013 year-end financial statements and MD&A Update 2014 budget re LCP Complete 2015 budget	Achieve five (4) of the following: Complete monthly / quarterly financial reporting Complete reporting packages for LT, Board and Audit Committee, and AGM Complete 2013 year-end financial statements and MD&A Update 2014 budget re LCP Complete 2015 budget	Achieve the following: Complete monthly / quarterly financial reporting Complete reporting packages for LT, Board and Audit Committee, and AGM Complete 2013 year-end financial statements and MD&A Update 2014 budget re LCP Complete 2015 budget
Priority Item #	Achieve two (3) of the following: Financial reporting impacts from MF/LIL financing and commercial agreements finalized and implemented Obtain AC approval of decision on implementation of IFRS Support GRA as required Review and select Financial Reporting software Support transition of Exploits	Achieve three (4) of the following: Financial reporting impacts from MF/LIL financing and commercial agreements finalized and implemented Obtain AC approval of decision on implementation of IFRS Support GRA as required Review and select Financial Reporting software Support transition of Exploits	Achieve the following: Financial reporting impacts from MF/LIL financing and commercial agreements finalized and implemented Obtain AC approval of decision on implementation of IFRS Support GRA as required Review and select Financial Reporting software Support transition of Exploits
Priority Item#	Achieve four (2) of the following: Support the development of Comprehensive long-term plan for system, process improvements Support clarification of roles and responsibilities for corporate controllers dept and required changes implemented Support development of plan to improve	Achieve five (3) of the following: Support the development of Comprehensive long-term plan for system, process improvements Support clarification of roles and responsibilities for corporate controllers dept and required changes implemented Support development of plan to improve	Achieve the following: Support the development of Comprehensive long-term plan for system, process improvements Support clarification of roles and responsibilities for corporate controllers dept and required changes implemented Support development of plan to improve

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- Provide support as required for Twinco arrangements
- Support development of LCP project finance and commercial agreement compliance process

year-end process

- Provide support as required for Twinco arrangements
- Support development of LCP project finance and commercial agreement compliance process

year-end process

- Provide support as required for Twinco arrangements
- Support development of LCP project finance and commercial agreement compliance process

2014 DEDECORANCE CONTRACT, 10	D DEDODTE		1	1			1
2014 PERFORMANCE CONTRACT - V	r AEFORIS		 				-
Line of Business/Division:		Regulated Operations	<u> </u>	VP Signature:			
Department/Region:	_	Hydro Operations Group					
Position:		COO - NLH		Incumbent Signature:			1
Incumbent:							
Salary		\$179,190.00		Date:			
	<u> </u>		}				
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	0.500%	>= 600:1	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%		<u> </u>				
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
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Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 milion	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan,	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%
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2014 PERFORMANCE CONTRACT - VI	P REPORTS						1
Line of Business/Division:		Regulated Operations		VP Signature:			
Department/Region:		Hydro Operations Group					
Position:		COO - NLH		Incumbent Signature:			1
Incumbent:							
PART 8 - Divisional/Department	al Targets:	70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety		1	10.00%		15.00%		20.00%
	-						20.0075
Hydro Operations Group	14.29%	AIF<= .95	1.000%	AIF <= .85	1.500%	AIF <=.75	2.000%
FELT Leadership	14.2 9 %	N/A	1.000%	360 FELT Leadership score >= 8.0	1.500%	360 FELT Leadership score >= 11.0	2.000%
Primary Goal(s)							-,
Asset Management initiatives	14.29%	Per Threshold in Hydro Plan Asset Management Strategy	1.000%	Per Target in Hydro Plan Asset Management Strategy	1.500%	Per Opportunity in Hydro Plan Asset Management Strategy	2.900%
2014 Incident Review Action Plan	17.14%	90% of Hydro Operations accountable actions complete	1.200%	95% of Hydro Operations accountable actions complete	1.800%	100% of Hydro Operations accountable actions complete	2.400%
Reliability (Transmission)	8.57%	T-SAIFI Forced<=1.83 (NLH 5 -year avg)	0.600%	T-SAIFI Forced<=0.85 (prior year carried forward)	0.900%	T-SAIFI Forced<0.51 (CEA top quartile)	1.200%
Reliability - Island Power System Contingency Reserve	8.57%	>= Threshold as per Hydro Plan	0.600%	>= Target as per Hydro Plan	0.900%	>= Opportunity as per Hydro Plan	1.200%
Financial Performance Reg Ops (Plus Exploits Opeating Expenses)	5.71%	<=(101% of Budget)	0.400%	<=Budget	0.600%	<=98.5% of Budget	0.800%
Secondary Goals							
Completion of EES Action Plan	7.14%	>=90% of plan actions	0.500%	>=95% of plan actions	0.750%	100% of plan actions	1.000%
All Other Workplan Objectives	10.00%	80% or more of the department's annualworkplan items have been completed	0.700%	90% or more of the department's annualworkplan objectives have been completed	1.050%	100% or more of the department's annualworkplan objectives have been completed	1.400%
Total Part B:	90.00%		6.30%		9.45%		12.60%

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2014 PERFORMANCE CONTRACT - V	PREPORTS						
Line of Business/Division:		Nalcor		VP Signature:			
Department/Region:		HR/OE	-	ve signature:			
Position:		Manager, Environmental Services(former)		Incumbent Signature:			
Incumbent:	<u> </u>	managor, Entrolational do Production		THE STATE OF THE S	-		
Salary:	!	\$134,100.00	1	Date:			-
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%	>= 800:1	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	Complete∓hreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	C.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management pian.	0.4500%

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	Nalcor		VP Signature:			
ĺ	HR/QE					
	Manager, Environmental Services(former)		Incumbent Signature:			
12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities,	0.562500
12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500
100.00%		1.50%		3.00%		4.50%
	12.50%	Nalcor HR/OE Manager, Environmental Services(former) 12.50% Complete 80% of planned 2014 activities in exploration strategy MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	Nalcor HR/OE Manager, Environmental Services(former) 12.50% Complete 80% of planned 2014 activities in exploration strategy 0.187500% MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	Nalcor HR/OE Manager, Environmental Services(former) Complete 80% of planned 2014 activities in explorations strategy Nation O.187500% Complete 2014 planned activities in explorations strategy MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track Nation O.187500% Complete 2014 planned activities in explorations strategy MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	Nalcor HR/OE Manager, Environmental Services(former) Complete 80% of planned 2014 activities in explorations strategy 0.187500% Complete 2014 planned activities in explorations strategy 0.3750% MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track 0.3750%	Nalcor HR/OE Manager, Environmental Services(former) Complete 80% of planned 2014 activities in explorations strategy Complete 80% of planned 2014 activities in exploration strategy O.187500% MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule on track Nalcor Incumbent Signature: O.3750% Target + complete 20% of planned 2015 activities. Target + complete 20% of planned 2015 activities. O.3750% O.3750% Omplete 90% of planned 2014 scope within approved cost and schedule on track O.3750% Omplete planned 2014 scope within approved cost and schedule on track O.3750% Omplete planned 2014 scope within approved cost and schedule on track

2014 PERFORMANCE CONTRACT - VE	REPORTS						
Line of Business/Division:		Nalcor		VP Signature:			
Department/Region:		HR/OE					
Position:		Manager, Environmental Services(former)	·	Incumbent Signature:			
Incumbent:							
PART B - Divisional/Department	al Targets:	70%					
	_	100					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
		V SITERINGINE ESTE	Weighted	T GET GITTION CO SERVE	Weighted	r crioimence tever	Weighted
			Score		Score		Score
Safety			5.00%		-		
Jaiety			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)							
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 2014 completed, including an environmental management framework for Oil & Gas and the EMS for Exploits and Menihek	1.200%	TARGET, plus all 2014 EMS/EL targets for which Environmental Servicas is responsible have been completed	1.800%
Environmental Assessment	17.14%	Environmental Assessment process for Proposed Western Avalon TL in the Bay du Nord Wikierness Reserve area initiated to enable construction start as scheduled + EA documentation for proposed LAL Diesel submitted to provincial government - VP discretion	0.600%	Routing options for Western Avaion TL resolved to the extent that allows for EA registration + EA for LAL diesel replacement completed.	1.200%	Rauting options for Western Avalon TL resolved to allow paralleling of TL 202 and 206 and EA registration drafted + environment compliance responsibilities for LAL documented - VP discretion	1.800%
Financial Performance	17.14%	1% or less above 2014 budget and +/- 7% of forecast	0.600%	2014 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 oversight in development and approval of Environemtnal Effects Management Plans and EA commitments management, ensuring consistency with coporate standard.	0.700%	TARGET + review EA Commitments management plan and identify critical activities and gaps to LCP VP	1.050%
All Other Workplan Objectives	10.00%	75% or more of 2014 workplan items have been completed	0.350%	90% or more of the 2014 workplan objectives have been completed	0.700%	100% or more of the 2014 workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%
Notes:							

							
2014 PERFORMANCE CONTRACT - V	P REPORTS				ļ		
Line of Business/Division:		Nalcor		VP Signature:			ļ
Department/Region:		HR/OE		VF Signature.	1		· · · · · · · · · · · · · · · · · · ·
Position		Manager, Environmental Services		Incumbent Signature	:		
Incumbent:		<u> </u>					
Salary:		\$140,805.00	1	Date			1
		1					
PART A - Corporate KPI's:	30%				,		
Performance Indicator	Weight	<u>Threshold</u>		<u>Target</u>	<u> </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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.09%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

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		ļ	VP Signature:			
				_		
	Manager, Environmental Services		Incumbent Signature:			
12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
100.00%		1.50%		3.00%		4.50%
	12.50%	Nalcor HR/OE Manager, Environmental Services 12.50% Complete 80% of planned 2014 activities in exploration strategy MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	Nalcor HR/OE Manager, Environmental Services 12.50% Complete 80% of planned 2014 activities in exploration strategy 0.187500% MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	Nalcor HR/OE Manager, Environmental Services Complete 80% of planned 2014 activities in explorations strategy 0.187500% Complete 2014 planned activities in explorations strategy MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track Nalcor VP Signature: 0.187500% Complete 2014 planned activities in explorations strategy Complete 9014 planned activities in explorations strategy MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	Nalcor HR/OE Manager, Environmental Services Complete 80% of planned 2014 activities in explorations strategy 0.187500% Complete 2014 planned activities in explorations strategy 0.3750% MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track NRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	Naicor HR/OE Manager, Environmental Services Complete 80% of planned 2014 activities in explorations strategy Complete 80% of planned 2014 activities in exploration strategy O.187500% MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule on track NRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule on track O.187500% MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule on track O.187500% MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule on track O.187500% O.187500% MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule on track

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Line of Business/Division:		Nalcor	-	VP Signature:			
Department/Region:		HR/OE					
Position:		Manager, Environmental Services	-	Incumbent Signature:			
Incumbent:				THE PROPERTY OF THE PROPERTY O			
PART B - Divisional/Department		70%					
					 -		
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Leve!	C-l
		remonitative teves	Weighted	remornance tever	Weighted	Performance Level	Salary
			Score	}	•		Weighter
afety					Score		Score
alety			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%
rimary Goal(s)							
MS 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 2014 completed, including an environmental management framework for Oil & Gas and the EMS for Exploits and Menihek	1.200%	TARGET, plus all 2014 EMS/EL targets for which Environmental Services is responsible have been completed	1.800%
invironmental Assessment	17.14%	Environmental Assessment process for Proposed Western Avaion TL, in the Bay du Nord Wilderness Reserve area initiated to enable construction start as scheduled + EA documentation for proposed LAL Diesel 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 LAL diesel replacement completed.	1.200%	Routing options for Western Avalon TL resolved to allow paralleling of TL 202 and 206 and EA registration drafted + environment compliance responsibilities for LAL documented - VP discretion	1.800%
inancial Performance	17.14%	1% or less above 2014 budget and +/- 7% of forecast	0.600%	2014 budget and +/- 5% of forecast on controllable costs	1.200%	>= 2.5% below budget and +/- 3% of forecast	1.800%
econdary Goals							
nvironmental Compliance Oversight - hase I LCP	10.00%	N/A	0.350%	ES oversight in development and approval of Environemental Effects Management Plans and EA commitments management, ensuring consistency with coporate standard.	0.700%	TARGET + review EA Commiments management plan and identify critical activities and gaps to LCP VP	1.050%
l Other Workplan Objectives	10.00%	75% or more of 2014 workplan items have been completed	0.350%	90% or more of the 2014 workplan objectives have been completed	0.700%	100% or more of the 2014 workplan objectives have been completed	1.050%
otal Part B:	100.00%		3.50%		7.00%		10.50%
otes:							

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2014 PERFORMANCE CONTRACT - V	P REPORTS	}			ļ		
Line of Business/Division:		D					
Department/Region:		Regulated Operations Exploits and Menihek	<u> </u>	VP Signature	<u> </u>		
Position:		······································					
Incumbent		Mgr. Exploits and Menihek	 	Incumbent Signature			-
Salary:		\$147,800.00	 				
Salary:	1	\$147,800.00		Date:			_
PART A - Corporate KPI's:	30%				l		
Performance Indicator	Weight	<u>Threshold</u>		<u>Target</u>		Opportunity	
		Performance Leve!	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Leve!	Salary Weighted Score
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.600%	>= 750:1	0.900%
Goal 2: Environment	15 000/						1
Goat 2: ENVIRONMENT	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
			ļ				
Goal 3: Business Excellence	<u>.</u>						
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >≖ \$108.4 milion	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
Total Part A:	100.00%		1.50%		3.00%		4.50%
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2014 PERFORMANCE CONTRACT - VE	REPORTS	1		· · · · · · · · · · · · · · · · · · ·	1		
Line of Business/Division:		Naicor		VP Signature			
Department/Region:		HROE	<u> </u>	VF Signature			
Position:		Manager, Human Resources & Labour Relations (form		Incumbent Signature:			1
Incumbent:		Manager, Hamair (Cookieco & Cabba) (Colditorio (Con	T	mcumbent signature:			
Salary:		\$162,900.00	 	Potes			
Saldi y:		\$102,50G.0G	 	Date:			
PART A - Corporate KPI's:	30%	<u> </u>				·	
		1 1					
Performance Indicator	Weight	<u>Threshold</u>	Salary	Target		Opportunity	
		Performance Level	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	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 million	0.900%	Net income >= \$124.8 militon	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excettence implementation plan	0.450%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%

2014 PERFORMANCE CONTRACT - VI	REPORTS	7					
Line of Business/Division:		Nalcor		VP Signature			
Department/Region:		HROE		At Siliume			
Position:		Manager, Human Resources & Labour Relations (form	er)	Incumbent Signature:			
Incumbent:							
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LiL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%

Line of Business/Division: Nalcor VP Signature	1
Department/Region: HROE	
Position: Manager. Human Resources & Labour Relations (former) Incumbent Signature:	
Incumbent:	
PART B - Divisional/Departmental Targets: 70%	
Performance Indicator Threshold Target Opportunity	
Performance Level Salary Performance Level Salary Performance Level	Salary
Weighted Weighted Score Score	Weighted Score
Safety 10.00% 15.00%	
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 0 injuries + total observations are >= 100% of the Nalcor per capita 0 injuries + total observations are >= 100% of the Nalcor per capita	% of the 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 + cr	omplete 2.003%
Primary Goal(s)	
Achieve a 2014 EES response rate of >= 70%; develop a corporate EES action plan; and >= 90% of 2014 EES actions have been completed Achieve a 2014 EES response rate of >= 80%; develop a corporate EES action plan; >= 95% of 2014 EES actions have been completed. Achieve a 2014 EES response rate of >= 80%; develop a corporate EES action plan; >= 95% of 2014 EES actions have been completed. Achieve a 2014 EES response rate of >= 80%; develop a corporate EES action plan; >= 95% of 2014 EES actions have been completed.	00% of 2.400%
Collective Bargaining 17.14% Substantive progress has been made in relation to TARGET - discretion of the VP 1.200% Renegotiate new Collective Bargaining Agreements with IBEW 2351 AND IBEW 1615 before year-end 2014 - discretion of the VP 1.800% Renegotiate new Collective Bargaining Agreements with IBEW 2351 AND IBEW 1615 before year-end 2014 - discretion of the VP 2014.	
Financial Performance 17.14% 1% or less above 2013 budget and +/- 7% of forecast 1.200% 2013 budget and +/- 5% of forecast on controllable costs within 2022 and 3018 combined 1.800% >= 2.5% below budget and +/- 3% of forecast on controllable costs within 2022 and 3018 combined	recast 2.400%
Secondary Goals	
Diversity & Inclusion 10.00% Achieve a cumulative participation of 40% of Nalcor's employees in the Diversity Awareness Workshop Achieve a cumulative participation of 60% of Nalcor's employees in the Diversity Awareness Workshop, and finalize and pilot a Skills Building Workshop Achieve a cumulative participation of 60% of Nalcor's employees in the Diversity Awareness Workshop, and finalize and pilot a Skills Building Workshop Target + Deliver Skills Building of Nalcor's employees	to 20% 1,400%
All Other Workplan Objectives 10.00% >= 75% of Priority 1 & 2 workplan items completed 0.700% >= 90% of Priority 1 & 2 workplan items have been completed 1.050% 100% of Priority 1 & 2 workplan items have completed	re been 1.400%
7.00% 10.50% Total Part B: 100.00%	14.00%

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2014 PERFORMANCE CONTRACT - V	r KEPUKIS				 		<u> </u>
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Line of Business/Division:	+			VP Signature:			
Department/Region:		HROE					ļ
Position:		Manager, Human Resources & Labour Relations		Incumbent Signature:			
Incumbent							
Salary:		\$133,925.00		Date:			
						<u> </u>	
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	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of evironmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 milion	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
Oll & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of pranned 2015 activities.	0.750000%

2014 PERFORMANCE CONTRACT - VI	REPORTS			{			
Line of Business/Division:		Nalcor		VP Signature:			
Department/Region:		HROE					
Position:		Manager, Human Resources & Labour Relations		Incumbent Signature:			
Incumbent:							
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/L!L (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%

2014 PERFORMANCE CONTRACT - VI	PREPORTS			1			
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Line of Business/Division:		Nalcor		VP Signature:			
Department/Region:		HRÓE		vi bigilatare.			
Position:		Manager, Human Resources & Labour Relations		Incumbent Signature:			
Incumbent:	ļ			maamben bignatare.			
PART B - Divisional/Department	<u> </u>	70%					
1 Air 5 - Divisionaly Department	ar range is.	7070		17.17.17.17.17.17.17.17.17.17.17.17.17.1		-	
Performance Indicator		Threshold		Target		Oppostunity	
T CTT PT THE TOO THE TOO COT		Performance Level	Salary	Performance Level	Salary	Opportunity Performance Level	C-1
		renormance tever	Weighted Score	renormance tevel	Weighted Score	Performance Level	Salary Weighted Score
Safety			10.00%		15.00%		20.00%
							20.0070
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%	0 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)		<u> </u>					
Employee Engagement	17.14%	Achieve a 2014 EES response rate of >= 70%; develop a corporate EES action plan; and >= 90% of 2014 EES actions have been completed	1.200%	Achieve a 2014 EES response rate of >= 80%; develop a corporate EES action plan; >= 95% of 2014 EES actions have been completed.	1.800%	Achieve a 2014 EES response rate of >= 85%; develop a corporate EES action plan; 100% of 2014 EES actions have been completed.	2.400%
Collective Bargaining	17.14%	Substantive progress has been made in relation to TARGET - discretion of the VP	1.200%	Renegotiate new Collective Bargaining Agreements with IBEW 2351 AND IBEW 1615 before year-end 2014 - discretion of the VP	1.800%	Renegotiate new Collective Bargaining Agreements for both Locals before October 31, 2014.	2.400%
Financial Performance	17.14%	1% or less above 2013 budget and +/- 7% of forecast	1.200%	2013 budget and +/- 5% of forecast on controllable costs within 2022 and 3018 combined	1.800%	>= 2.5% below budget and +/- 3% of forecast	2.400%
Secondary Goals							
Diversity & Inclusion	10.00%	Achieve a cumulative participation of 40% of Nalcor's employees in the Diversity Awareness Workshop	0.700%	Achieve a cumualtive participation of 60% of Nalcor's employees in the Diversity Awareness Workshop, and finalize and pilot a Skills Building Workshop	1.050%	Target + Deliver Skills Building Workshop to 20% of Nalcor's employees	1.400%
All Other Workplan Objectives	10.00%	>= 75% of Priority 1 & 2 workplan items completed	0.700%	>= 90% of Priority 1 & 2 workplan items have been completed	1.050%	100% of Priority 1 & 2 workplan items have been completed	1.400%
Total Part B;	100.00%		7.00%		10.50%		14.00%
Notes:							

2014 PERFORMANCE CONTRACT - V	P REPORTS		T			[
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Line of Business/Division		HROE		VP Signature:			
Department/Region:		Safety and Health					
Position		Manager, Safety and Health		Incumbent Signature:	1		
Incumbent		managar, outry and realist	 	The product of the control of the co	<u></u>		
Salary		\$144,708.20		. Date:			
Sulti Y	1	71,700.20		Date.			
PART A - Corporate KPI's:	30%		<u> </u>	1			L
Performance Indicator	Weight	Threater		Tavast	· · · · · · · · · · · · · · · · · · ·	1	•
Performance Indicator	weight	<u>Threshold</u>	Salary	<u>Target</u>	Calan	Opportunity	
		Performance Level	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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%	A CONTRACTOR OF THE CONTRACTOR				2	
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 milion	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

2014 PERFORMANCE CONTRACT - VI	REPORTS						
Line of Business/Division:		HROE		VP Signature:			
Department/Region:		Safety and Health					
Position:		Manager, Safety and Health		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/Lit. (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
Total Part A:	100.00%		1.50%		3.00%		4.50%

2014 PERFORMANCE CONTRACT - V	P REPORTS						
Line of Business/Division:		HROE		VP Signature:			
Department/Region:	:	Safety and Health					
Position:	:	Manager, Safety and Health		Incumbent Signature:			
Incumbent							
PART B - Divisional/Department	tal Targets:	70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
			Weighted		Weighted	į	Weighted
			Score		Score	1	Score
Safety			5.00%		10.00%		15.00%
							M310071
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 +	1.500%
Primary Goal(s)							
Grounding and Bonding	17.14%	Complete at least one compliance assessment of Lines Operations in CF or TRO + substantial progress on a corporate standard and training program for plants and stations - discretion of VP	0.600%	THRESHOLD + Complete corporate standard and training program for plants and stations	1.200%	TARGET + Complete 2 compliance assessments in each of Lines Operations - CF and TRO	1.800%
Alcohol and Drug Program	17.14%	An Alcolhol and Drug policy and related supervisory training program have been developed and approved by the Nalcor LT	0.600%	An Alcohot and Drug policty has been implemented and supervisory training has been completed at CF.	1.200%	TARGET + supervisory training has been completed in at least one of the regions/departments within NL Hydro.	1.800%
Financial Performance	17.14%	1% or less above 2014 budget and +/- 7% of forecast	0.600%	2014 budget and +/- 5% of forecast on controllable costs	1.200%	>= 2.5% below budget and +/- 3% of forecast	1.800%
Secondary Goals							
OH\$AS 18001	10.00%	Complete a corporate program audit at CF to assess compliance with corporate standards and the Safety & Health Program.	0.350%	Complete SMS Manual and associated top level Corporate Standards	0.700%	Conduct "readiness" assessment and generate gap analysis report	1.050%
All Other Workplan Objectives	10.00%	75% or more of the 2014 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%
Total Part B:	100.00%		3.50%		7.00%		10.50%
Notes:		, I					
							

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2014 PERFORMANCE CONTRACT - V	P REPORTS	ŧ	1				
Line of Business/Division:		Strategic Planning and Business Development	-	VID CI	 		
Department/Region:		Strategic Flamming and business Development		VP Signature			
Position:		Senior Corporate Planning Analyst	 	Incumbent Signature			
Incumbent:							
Salary		\$134,100.00		Date			
PART A - Corporate KPI's:	30%						
Performance Indicator	Weight	<u>Threshold</u>		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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%				-,		
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of evironmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 m⊞ion	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

2014 PERFORMANCE CONTRACT - VP REPORTS							~
Line of Business/Division:		Strategic Planning and Business Development		VP Signature:			
Department/Region:							
Position:		Senior Corporate Planning Analyst		Incumbent Signature:			
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
Total Part A:	100.00%		1.50%		3.00%		4.50%
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2014 PERFORMANCE CONTRACT - VI	REPORTS						
17 f M i f M . 7-7		Control Division I Division Division I		VD Circust			
Line of Business/Division: Department/Region:		Strategic Planning and Business Development	· · · · · · · · · · · · · · · · · · ·	VP Signature:			
Position:		Senior Corporate Planning Analyst		Incumbent Signature:		7	
Incumbent:		Serial Corporate Flatilling Analyst		theuribene signature.			
PART B - Divisional/Department		70%		 			
FART B - DIVISIONAL DEPARTMENT	at laigets.	1					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary	Performance Level	Salary	Performance Level	Salary
			Weighted		Weighted		Weighted
		1	Score	1	Score		Score
Safety			5.00%		10.00%		15.00%
							25/00/0
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%	© 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 ÷	1.500%
Primary 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)	0.600%	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: 2013 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%
Priority Workplan Objective #3	17.14%	Transparency and Accountability: 2014-2016 Strategic Plan: meet legislated timelines	0.600%	Transparency and Accountability: 2014-2016 Strategic Plan: to DNR by mid February and meet legislated timelines	1.200%	Transparency and Accountability: 2014-2016 Strategic Pian: to DNR by mid January and meet legislated timelines	1.800%
Secondary Goals							
Priority Workplan Objective #3	10.00%		0.350%	Work on the January 2014 Outage Inquiry	0.700%		1.050%
All Other Workplan Objectives	10.00%	75% or more of 2014 workplan items have been completed	0.350%	90% or more of the 2014 workplan objectives have been completed	0.700%	100% or more of the 2014 workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%
Notes:						.	