

- 1 **Q. Further to PUB-NP-007, please provide the individual performance targets for each**
2 **Executive and Director for 2014, 2015 and 2016 and the results achieved in 2014 and**
3 **2015.**
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- 5 A. Attachment A provides the individual targets for Executive from 2014 to 2016.
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7 Attachment B provides the individual targets for Directors from 2014 to 2016.
8
9 Please refer to the Company’s response to Request for Information CA-NP-341 for 2014
10 and 2015 short term incentive (“STI”) results.

Executive Individual Targets
Short Term Incentive Plan 2014 -2016

2014 Short Term Incentive Plan Performance Targets

VP – Customer Operations & Engineering

Category	Target	Payout			
		Weight	0%	100%	150%
Productivity/ Operating Efficiency	Improve productivity and operating efficiency within Operations and Engineering.	20%	Subjective	Subjective	Subjective
Operations	Ensure effective implementation of operations deployment with focus on efficiency and a strong customer focused delivery culture.	25%	Subjective	Subjective	Subjective
	Enhancing the technical/customer service skills of the Company through leadership in employee development.				
	Efficient execution of capital program and improve development of 2015 capital budget.				
Reliability	Enhance reliability to customers (with consideration of SAIDI and SAIFI targets excluding Hydro caused outages).	15%	Subjective with SAIDI of 2.53 & SAIFI of 1.88	Subjective with SAIDI of 2.41 & SAIFI of 1.79	Subjective With SAIDI of 2.29 & SAIFI of 1.70
Safety	Improve safety of field operations. Improve the connection of our corporate safety team into field operations.	15%	Subjective	Subjective	Subjective
Customer Service	Provide leadership in improving quality of customer service with consideration of customer service target results and specific focus on execution of work scheduling and mobile communication for field staff.	25%	Subjective with customer satisfaction of 84.6%	Subjective with customer satisfaction of 86.3%	Subjective with customer satisfaction of 88.0%

2014 Short Term Incentive Plan Performance Targets

VP – Finance & Chief Financial Officer

Category	Target	Payout			
		Weight	0%	100%	150%
Financial Results	Provide leadership in financial management to deliver appropriate corporate results.	40%	Subjective with minimum earnings of \$35.3m	Subjective with minimum earnings of \$36.3m	Subjective with minimum earnings of \$37.3m
Financial	Lead all aspects of Newfoundland Power's financial disclosure requirements.	20%	Subjective	Subjective	Subjective
	Lead financial aspects of regulatory filings, credit ratings and financing.	15%	Subjective	Subjective	Subjective
Human Resources	Lead the HR function with specific focus on leadership development, employee development, retention and recruitment.				
	Lead 2014 negotiations team.	25%	Subjective	Subjective	Subjective
	Lead integration of new Group RRSP Carrier and management compensation practices.				

2014 Short Term Incentive Plan Performance Targets

VP – Regulation & Planning

Category	Target	Payout			
		Weight	0%	100%	150%
Regulatory	<p>Provide leadership on regulatory applications, including the Hydro's 2013 GRA, the Hydro RSP application and the Company's 2015 Capital Budget application.</p> <p>Provide leadership on the Government review of the electricity system and the PUB inquiry relating to the recent energy supply issues.</p>	40%	Subjective	Subjective	Subjective
Information Services & Technology	Provide leadership in IS corporate strategy. Improve operational efficiency by utilizing technology.	20%	Subjective	Subjective	Subjective
Governance	Provide guidance with respect to sound governance practice.	20%	Subjective	Subjective	Subjective
Corporate Planning	Further develop corporate planning capabilities.	20%	Subjective	Subjective	Subjective

2014 Short Term Incentive Plan Performance Targets

President & Chief Executive Officer

Category	Target	Payout			
		Weight	0%	100%	150%
Financial Results	Provide leadership and oversight to deliver appropriate corporate results.	35%	Subjective with minimum earnings of \$35.3m	Subjective with minimum earnings of \$36.3m	Subjective with minimum earnings of \$37.3m
Safety	Provide leadership in enhancing employee, contractor and public safety (with consideration of all injury/illness frequency rate).	15%	Subjective	Subjective	Subjective
Reliability & Customer Service	Enhance service to and maintain reliability for customers.	20%	Subjective	Subjective	Subjective
Stakeholder Relations	Ensure relationships with municipal and provincial governments, communities and major customers are fostered and maintained.	15%	Subjective	Subjective	Subjective
People Leadership	Promote and foster an employee success culture within the Company with particular focus on development of future leaders and succession planning.	15%	Subjective	Subjective	Subjective

2015 Short Term Incentive Plan Performance Targets

VP – Engineering & Operations

Category	Target	Payout			
		Weight	0%	100%	150%
Productivity/ Operating Efficiency	Improve productivity and operating efficiency within Operations and Engineering.	30%	Subjective	Subjective	Subjective
Operations	Ensure effective implementation of operations deployment with focus on efficiency and a strong customer focused delivery culture.				
	Enhancing the technical/customer service skills of the Company through leadership in employee development.	30%	Subjective	Subjective	Subjective
	Efficient execution of capital program and improve development of 2016 capital budget.				
Reliability	Enhance reliability to customers (with consideration of SAIDI and SAIFI targets excluding Hydro caused outages).	20%	Subjective with SAIDI of 2.42 & SAIFI of 2.06	Subjective with SAIDI of 2.3 & SAIFI of 1.96	Subjective with SAIDI of 2.18 & SAIFI of 1.86
Safety	Improve safety of field operations. Improve the connection of our corporate safety team into field operations.	20%	Subjective	Subjective	Subjective

2015 Short Term Incentive Plan Performance Targets

VP – Finance & Chief Financial Officer

Category	Target	Payout			
		Weight	0%	100%	150%
Financial Results	Provide leadership in financial management to deliver appropriate corporate results.	35%	Subjective with minimum earnings of \$35.8m	Subjective with minimum earnings of \$37.7	Subjective with minimum earnings of \$39.6m
Financial	Lead all aspects of Newfoundland Power’s financial disclosure requirements.	15%	Subjective	Subjective	Subjective
	Lead financial aspects of regulatory filings, credit ratings and financing.	10%	Subjective	Subjective	Subjective
Human Resources	Lead the HR function with specific focus on leadership development, employee development, retention and recruitment. Lead finalization and integration of new collective agreements.	20%	Subjective	Subjective	Subjective
Customer Service	Provide leadership in improving quality of customer service with consideration of customer service target results and specific focus on customer communications and mobile communications for field staff.	20%	Subjective with customer satisfaction of 83.0%	Subjective with customer satisfaction of 84.7%	Subjective with customer satisfaction of 86.4%

2015 Short Term Incentive Plan Performance Targets

VP – Regulation & Planning

Category	Target	Payout			
		Weight	0%	100%	150%
Regulatory	<p>Provide leadership on regulatory applications, including applications affecting wholesale power costs, the Company's 2016 Capital Budget application and the Company's 2016 general rate application.</p> <p>Provide leadership on the Government review of the electricity system and the PUB investigation on the energy supply issues.</p>	40%	Subjective	Subjective	Subjective
Information Services & Technology	Provide leadership in IS corporate strategy. Improve operational efficiency by utilizing technology.	20%	Subjective	Subjective	Subjective
Governance	Provide guidance with respect to sound governance practice.	20%	Subjective	Subjective	Subjective
Corporate Planning	Further develop corporate planning capabilities.	20%	Subjective	Subjective	Subjective

2015 Short Term Incentive Plan Performance Targets

President & Chief Executive Officer

Category	Target	Payout			
		Weight	0%	100%	150%
Financial Results	Provide leadership and oversight to deliver appropriate corporate results.	35%	Subjective with minimum earnings of \$35.8m	Subjective with minimum earnings of \$37.7m	Subjective with minimum earnings of \$39.6m
Safety	Provide leadership in enhancing employee, contractor and public safety (with consideration of all injury/illness frequency rate).	15%	Subjective	Subjective	Subjective
Reliability & Customer Service	Enhance service to and maintain reliability for customers.	20%	Subjective	Subjective	Subjective
Stakeholder Relations	Ensure relationships with municipal and provincial governments, communities and major customers are fostered and maintained.	15%	Subjective	Subjective	Subjective
People Leadership	Promote and foster an employee success culture within the Company with particular focus on development of future leaders and succession planning.	15%	Subjective	Subjective	Subjective

2016 Short Term Incentive Plan Performance Targets

VP – Engineering & Operations

Category	Target	Payout			
		Weight	0%	100%	150%
Productivity/ Operating Efficiency	Improve productivity and operating efficiency within Operations and Engineering.	30%	Subjective	Subjective	Subjective
Operations	Ensure effective use of technology to deliver on operating targets and strengthen employee engagement on customer service delivery.	30%	Subjective	Subjective	Subjective
	Enhancing the technical/customer service skills of the Company through leadership in employee development.				
	Efficient execution of capital program and improve development of 2017 capital budget.				
Reliability	Enhance reliability to customers (with consideration of SAIDI and SAIFI).	20%	Subjective with completion of annual inspection & maintenance programs & capital reliability projects.	Subjective with completion of annual inspection & maintenance programs & capital reliability projects.	Subjective with completion of annual inspection & maintenance programs & capital reliability projects.
Safety	Improve safety of field operations. Strengthen supervisor and contractor safety management programs.	20%	Subjective	Subjective	Subjective

2016 Short Term Incentive Plan Performance Targets

VP – Finance & Chief Financial Officer

Category	Target	Payout			
		Weight	0%	100%	150%
Financial Results	Provide leadership in financial management to deliver appropriate corporate results.	30%	Subjective with minimum earnings of \$37.8m	Subjective with minimum earnings of \$39.8	Subjective with minimum earnings of \$41.8m
Financial	Lead all aspects of Newfoundland Power's financial disclosure requirements.	10%	Subjective	Subjective	Subjective
	Lead financial aspects of regulatory filings, credit ratings and financing.	10%	Subjective	Subjective	Subjective
Human Resources	Lead the HR function with specific focus on leadership development, diversity, employee development and retention. Provide leadership on union matters, particularly with implementation of AMR.	20%	Subjective	Subjective	Subjective
Customer Service	Provide leadership in improving quality of customer service with consideration of customer service target results and specific focus on customer communications and mobile communications for field staff.	30%	Subjective with customer satisfaction of 84.4%	Subjective with customer satisfaction of 86.1%	Subjective with customer satisfaction of 87.8%

2016 Short Term Incentive Plan Performance Targets

VP – Regulation & Planning

Category	Target	Payout			
		Weight	0%	100%	150%
Regulatory	<p>Provide leadership on regulatory applications, including the Company's 2017 Capital Budget application and the Company's 2016/2017 general rate application.</p> <p>Provide leadership on the PUB investigation on system reliability.</p>	40%	Subjective	Subjective	Subjective
Information Services & Technology	Provide leadership in IS corporate strategy. Improve operational efficiency by utilizing technology.	20%	Subjective	Subjective	Subjective
Governance	Provide guidance with respect to sound governance practice.	20%	Subjective	Subjective	Subjective
Corporate Planning	Further develop corporate planning capabilities.	20%	Subjective	Subjective	Subjective

2016 Short Term Incentive Plan Performance Targets

President & Chief Executive Officer

Category	Target	Payout			
		Weight	0%	100%	150%
Financial Results	Provide leadership and oversight to deliver appropriate corporate results.	35%	Subjective with minimum earnings of \$37.8m	Subjective with minimum earnings of \$39.8m	Subjective with minimum earnings of \$41.8m
Safety	Provide leadership in enhancing employee, contractor and public safety (with consideration of all injury/frequency rate).	15%	Subjective	Subjective	Subjective
Reliability & Customer Service	Enhance service to and maintain reliability for customers.	20%	Subjective	Subjective	Subjective
Stakeholder Relations	Ensure relationships with municipal and provincial governments, communities and major customers are fostered and maintained.	15%	Subjective	Subjective	Subjective
People Leadership	Promote and foster an employee success culture within the Company with particular focus on development of future leaders and succession planning.	15%	Subjective	Subjective	Subjective

Director Individual Targets
Short Term Incentive Plan 2014 -2016

2014 Short Term Incentive Plan Performance Targets

2014 Managers' Individual Targets (Valued at 50%¹) (All Subjective)					
Western Region	Execution of the capital plan with minimum power outages and improved trouble call response.	Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training work observation program and accident investigation program.	Deliver on 2014 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for future operating cost improvements.	Lead in development of long term work/resource strategy for Western Newfoundland. Ensure effective transition of new joint use agreement.	Enhancement of personal and corporate profile with customers and community.
	Delivery of improvement in materials management.				
	Deliver on 2014 capital projects with consideration of cost variances, effective deployment of resources and planning for future capital expenditures.				
	25%	20%	25%	15%	15%

2014 Short Term Incentive Plan Performance Targets

2014 Managers' Individual Targets (Valued at 50% ¹) (All Subjective)						
Customer Relations & Information Technology	Leadership in corporate customer service with customer satisfaction target of 86.3%.	Operating cost management.	Leadership in identifying and leveraging technologies to enhance corporate productivity and customer service.	Enhancement of personal & corporate profile with employees, customers and in the community.	Leadership in improving safety.	Develop and implement leadership development/succession plan for Information Systems and Customer Service.
	20%	20%	15%	10%	15%	20%

2014 Short Term Incentive Plan Performance Targets

2014 Managers' Individual Targets (Valued at 50%¹) (All Subjective)			
Revenue & Supply	Oversee Newfoundland Power 2014 regulatory applications.	Prepare rates evidence required for next Newfoundland Power general rate application.	Ensure appropriate intervention in all Newfoundland & Labrador Hydro regulatory applications.
	50%	25%	25%

2014 Short Term Incentive Plan Performance Targets

2014 Managers' Individual Targets (Valued at 50%¹) (All Subjective)					
Eastern	<p>Execution of the capital plan with minimum power outages and improved trouble call response.</p> <p>Delivery of improvement in materials management.</p> <p>Deliver on 2014 capital projects with consideration of cost variances, effective deployment of resources and planning for future capital expenditures.</p>	<p>Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training, work observation program and accident investigation program.</p>	<p>Deliver on 2014 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for future operating cost improvements.</p>	<p>Leadership in government relations and corporate community profile.</p> <p>Ensure effective transition of new joint use agreement.</p>	<p>Enhancement of personal and corporate profile with customers and community.</p>
	25%	20%	25%	15%	15%

2014 Short Term Incentive Plan Performance Targets

2014 Managers' Individual Targets (Valued at 50%¹) (All Subjective)				
St. John's	<p>Execution of the capital plan with minimum power outages and improved trouble call response.</p> <p>Lead in development of an improved "workflow" to enhance employee productivity and customer service.</p> <p>Delivery of improvement in materials management.</p> <p>Deliver on 2014 capital projects with consideration of cost variances, effective deployment of resources and planning for future capital expenditures.</p>	<p>Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training, work observation program and accident investigation program.</p>	<p>Deliver on 2014 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for future operating cost improvements.</p>	<p>Lead in third party provision services including the new support structure with Bell Aliant.</p>
	<p>Enhancement of personal and corporate profile with customers and community.</p>	20%	25%	10%
30%				

2014 Short Term Incentive Plan Performance Targets

2014 Managers' Individual Targets (Valued at 50% ¹) (All Subjective)			
Operations	Execution of the capital plan with minimum power outages and improved trouble call response.	Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training, work observation program and accident investigation program.	30%
	15%	Deliver on 2014 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for future operating cost improvements.	Deliver on 2014 capital projects with consideration of cost variances, effective deployment of resources and planning for future capital expenditures.
		40%	15%

2014 Short Term Incentive Plan Performance Targets

2014 Managers' Individual Targets (Valued at 50% ¹) (All Subjective)					
Engineering	Execution of the capital plan with minimum power outages.	Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training, work observation program and asset management program.	Deliver on 2014 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for future operating cost improvements.	Develop 2014 corporate capital budget.	Re-energize the engineering functions and improve project execution and succession planning.
	25%	20%	15%	25%	15%

2014 Short Term Incentive Plan Performance Targets

2014 Managers' Individual Targets (Valued at 50% ¹) (All Subjective)					
Human Resources & Corporate Affairs	Leadership in management of Human Resources Department and development of employees.	25%	Delivery of take charge customer programs and energy efficiency strategy.	Execution of compensation, benefits and pension plan external market review.	Enhance personal and corporate profile with employees, customers and in the community.
	20%	10%	30%	35%	10%
Finance	Leadership in management of finance department, monthly financial reporting and development of employees.	20%	Enhancement of treasury management function, including cash management and banking services.	Delivery of improved materials, management policies and practices.	Operating cost management. Delivery of improved cost controls, monthly reporting and forecasting methodologies.
	20%	10%	10%	20%	50%

Notes: Corporate Targets (50%) + Individual Target (50%) = 100%

¹ Corporate Targets (50%) + Individual Target (50%) = 100%

2015 Short Term Incentive Plan Performance Targets

2015 Directors' Individual Targets (Valued at 50%¹) (All Subjective)					
Western Region	Execution of the capital plan with minimum power outages.	Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training work observation program and accident investigation program.	Deliver on 2015 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for operating cost improvements.	Lead in development of long term work/resource strategy for Western Newfoundland.	Enhancement of personal and corporate profile with customers and community.
	Lead in development of an improved "workflow" to enhance employee productivity and customer service. Deliver 2015 capital projects and programs on time and within budget. Effectively utilize resources to meet targets.	20%	25%	25%	15%

2015 Short Term Incentive Plan Performance Targets

2015 Directors' Individual Targets (Valued at 50%¹) (All Subjective)					
Eastern	Execution of the capital plan with minimum power outages.	Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training, work observation program and accident investigation program.	Deliver on 2015 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for operating cost improvements. Deliver on service targets.	Lead in employee development of managers and supervisors in the Region.	Enhancement of personal and corporate profile with customers and community.
	Lead in development of an improved "workflow" to enhance employee productivity and customer service. Deliver 2015 capital projects and programs on time and within budget. Effectively utilize resources to meet targets.		25%	20%	25%

2015 Short Term Incentive Plan Performance Targets

2015 Directors' Individual Targets (Valued at 50%¹) (All Subjective)					
St. John's	Execution of the capital plan with minimum power outages.	Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training, work observation program and accident investigation program.	Deliver on 2015 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for operating cost improvements.	Lead in employee development of managers and supervisors in the Region.	Enhance relationship with municipalities with respect to working together.
	Lead in development of an improved "workflow" to enhance employee productivity and customer service. Deliver 2015 capital projects and programs on time and within budget. Effectively utilize resources to meet targets.		Deliver on service targets.		
	30%	20%	25%	15%	10%

2015 Short Term Incentive Plan Performance Targets

2015 Directors' Individual Targets (Valued at 50%¹) (All Subjective)				
Operations	Execution of the capital plan with minimum power outages.	Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training, work observation program and accident investigation program.	Deliver on 2015 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for operating cost improvements.	Delivery of 2015 maintenance program related to plants and substations.
	20%	30%	30%	20%

2015 Short Term Incentive Plan Performance Targets

2015 Directors' Individual Targets (Valued at 50%¹) (All Subjective)			
Operations Support	Preparation and support for the of 2015 GRA.	Leading operating Regions in meeting service and reliability targets.	Improve performance of Dispatch group related to operations and capital execution.
	25%	20%	40%
			15%

2015 Short Term Incentive Plan Performance Targets

2015 Directors' Individual Targets (Valued at 50%¹) (All Subjective)				
Engineering	<p>Execution of the capital plan with minimum power outages.</p> <p>Deliver 2015 capital projects and programs on time and within budget. Effectively utilize resources to meet targets.</p>	<p>Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training, work observation program and asset management program.</p>	<p>Deliver on 2015 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for future operating cost improvements.</p>	<p>Development of 2016 and 5 year corporate capital budget.</p>
	35%	20%	10%	20%
			<p>Lead in employee development of managers and supervisors.</p> <p>Improve project execution and succession planning.</p>	15%

2015 Short Term Incentive Plan Performance Targets

2015 Directors' Individual Targets (Valued at 50%¹) (All Subjective)				
Technology	SCADA implementation.	Cost management.	Identification of technology applications to enhance corporate productivity and customer service.	Enhancement of corporate profile and awareness of Technology Plan.
	25%	25%	25%	25%

2015 Short Term Incentive Plan Performance Targets

2015 Directors' Individual Targets (Valued at 50%¹) (All Subjective)			
Revenue & Supply	Oversee Newfoundland Power 2015 regulatory filings.	Develop analytic/ratemaking capabilities of regulatory team.	Support appropriate participation in all regulatory applications and/or government proposals affecting power supply.
	30%	40%	30%

2015 Short Term Incentive Plan Performance Targets

2015 Directors' Individual Targets (Valued at 50%¹) (All Subjective)				
Human Resources & Corporate Affairs	Leadership in management of Human Resources Department and development of employees.	Delivery of take charge customer programs and energy efficiency strategy.	Improve HR process effectiveness and efficiencies. Enhance quality control and HR reporting.	Enhance personal and corporate profile with employees, customers and in the community.
	30%	30%	30%	10%

2015 Short Term Incentive Plan Performance Targets

2015 Directors' Individual Targets (Valued at 50%¹) (All Subjective)				
Finance	Operating cost management.	Leadership in management of financial plan.	Execution of AMR Strategy.	Delivery of improved materials, management policies and practices.
	Delivery of improved cost controls, monthly reporting and forecasting methodologies.			
	50%	15%	15%	20%

2015 Short Term Incentive Plan Performance Targets

2015 Directors' Individual Targets (Valued at 50%¹) (All Subjective)					
Customer & Corporate Relations	Lead in development of new customer service strategy to enhance employee productivity and customer service.	Operating cost management.	Leadership in corporate customer service with consideration of customer satisfaction rating. Leadership in identifying and leveraging technologies to enhance corporate profile, productivity and customer service.	Enhancement of personal & corporate profile with employees, customers, government & the community.	Develop and implement leadership development/succession plan for Customer Service and Corporate Communications.
	20%	20%	20%	20%	20%

¹ Corporate Targets (50%) + Individual Target (50%) = 100%.

2016 Short Term Incentive Plan Performance Targets

2016 Directors' Individual Targets (Valued at 50%¹) (All Subjective)					
Western Region	Execution of the capital plan with minimum power outages.	Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training work observation program and accident investigation program.	Deliver on 2016 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for operating cost improvements.	Lead in development of long term work/resource strategy for Western Newfoundland.	Enhancement of personal and corporate profile with customers and community.
	Lead in development of an improved "workflow" to enhance employee productivity and customer service. Deliver 2016 capital projects and programs on time and within budget. Effectively utilize resources to meet targets.	20%	25%	25%	15%

2016 Short Term Incentive Plan Performance Targets

2016 Directors' Individual Targets (Valued at 50%¹) (All Subjective)					
Eastern	Execution of the capital plan with minimum power outages.	Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training, work observation program and accident investigation program.	Deliver on 2016 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for operating cost improvements. Deliver on service targets.	Lead in employee development of managers and supervisors in the Region.	Enhancement of personal and corporate profile with customers and community.
	Lead in development of an improved "workflow" to enhance employee productivity and customer service. Deliver 2016 capital projects and programs on time and within budget. Effectively utilize resources to meet targets.		25%	20%	25%

2016 Short Term Incentive Plan Performance Targets

2016 Directors' Individual Targets (Valued at 50%¹) (All Subjective)					
St. John's	Execution of the capital plan with minimum power outages.	Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training, work observation program and accident investigation program.	Deliver on 2016 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for operating cost improvements.	Lead in employee development of managers and supervisors in the Region.	Enhance relationship with municipalities with respect to working together.
	Lead in development of an improved "workflow" to enhance employee productivity and customer service. Deliver 2016 capital projects and programs on time and within budget. Effectively utilize resources to meet targets.				
	30%	20%	25%	15%	10%

2016 Short Term Incentive Plan Performance Targets

2016 Directors' Individual Targets (Valued at 50%¹) (All Subjective)				
Operations	Execution of the capital plan with minimum power outages.	Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training, work observation program and accident investigation program.	Deliver on 2016 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for operating cost improvements.	Delivery of 2016 maintenance program related to plants and substations.
	20%	30%	30%	20%

2016 Short Term Incentive Plan Performance Targets

2016 Directors' Individual Targets (Valued at 50%¹) (All Subjective)			
Operations Support	Support of the 2016/2017 GRA.	Leading operating Regions in meeting service and reliability targets.	Improve performance of Dispatch group related to operations and capital execution.
	25%	20%	40%
			Support preparation of 2017 and 5 year corporate capital budget.
			15%

2016 Short Term Incentive Plan Performance Targets

2016 Directors' Individual Targets (Valued at 50%¹) (All Subjective)				
Engineering	<p>Execution of the capital plan with minimum power outages.</p> <p>Deliver 2016 capital projects and programs on time and within budget. Effectively utilize resources to meet targets.</p>	<p>Lead in safety with consideration of safety performance (all injury frequency rate), OHSAS 18001 safety audit, and success in SMS objectives, targets and programs including improvements in contractor safety, employee safety training, work observation program and asset management program.</p>	<p>Deliver on 2016 operating budget plan with consideration of employee productivity, customer service, environmental performance and planning for future operating cost improvements.</p>	<p>Development of 2017 and 5 year corporate capital budget.</p>
	35%	20%	10%	20%
			<p>Lead in employee development of managers and supervisors.</p> <p>Improve project execution and succession planning.</p>	15%

2016 Short Term Incentive Plan Performance Targets

2016 Directors' Individual Targets (Valued at 50%¹) (All Subjective)				
Technology	SCADA implementation.	Cost management.	Identification of technology applications to enhance corporate productivity and customer service.	Enhancement of corporate profile and awareness of Technology Plan.
	25%	25%	25%	25%

2016 Short Term Incentive Plan Performance Targets

2016 Directors' Individual Targets (Valued at 50%¹) (All Subjective)			
Revenue & Supply	Oversee Newfoundland Power 2016 regulatory filings.	Develop analytic/ratemaking capabilities of regulatory team.	Support appropriate participation in all regulatory applications and/or government proposals affecting power supply.
	30%	40%	30%

2016 Short Term Incentive Plan Performance Targets

2016 Directors' Individual Targets (Valued at 50%¹) (All Subjective)				
Human Resources & Corporate Affairs	Leadership in management of Human Resources Department and development of employees.	Delivery of take charge customer programs and energy efficiency strategy.	Improve HR process effectiveness and efficiencies. Enhance quality control and HR reporting.	Enhance personal and corporate profile with employees, customers and in the community.
	30%	30%	30%	10%

2016 Short Term Incentive Plan Performance Targets

2016 Directors' Individual Targets (Valued at 50%¹) (All Subjective)				
Finance	Operating cost management.	Leadership in management of financial plan.	Execution of AMR Strategy.	Delivery of improved materials, management policies and practices.
	Delivery of improved cost controls, monthly reporting and forecasting methodologies.			
	50%	15%	15%	20%

2016 Short Term Incentive Plan Performance Targets

2016 Directors' Individual Targets (Valued at 50%¹) (All Subjective)					
Customer & Corporate Relations	Lead in development of new customer service strategy to enhance employee productivity and customer service.	Operating cost management.	Leadership in corporate customer service with consideration of customer satisfaction rating. Leadership in identifying and leveraging technologies to enhance corporate profile, productivity and customer service.	Enhancement of personal & corporate profile with employees, customers, government & the community.	Develop and implement leadership development/succession plan for Customer Service and Corporate Communications.
	20%	20%	20%	20%	20%

¹ Corporate Targets (50%) + Individual Target (50%) = 100%.