

2014 Performance Contract Payment (Based on 2013 Performance) ¹		
Hydro Employees and Hydro Leadership Team		
Position	Salary	Eligible Percent
VP, Systems Operation & Planning ⁴	\$ 190,000	20%
VP, Newfoundland & Labrador Hydro ^{2,4}	\$ 210,000	20%
Senior Legal Counsel ⁴	\$ 143,203	10%
Manager, TRO Northern	\$ 141,223	10%
Manager, TRO Labrador	\$ 130,397	10%
Manager, TRO Central	\$ 158,150	15%
Manager, Transmission Planning & Integration Support	\$ 143,220	15%
Manager, Thermal Generation ⁴	\$ 155,993	15%
Manager, Systems Operation & Integration Support	\$ 150,675	15%
Manager, Rates and Regulatory ⁴	\$ 142,551	15%
Manager, Project Execution -- Regulated ⁴	\$ 141,064	10%
Manager, Hydro Generation ⁴	\$ 128,806	10%
Manager, Generation & Rural Planning	\$ 136,710	10%
General Manager, TRO ⁴	\$ 150,182	15%
Divisional Controller Electric Utilities ⁴	\$ 140,668	10%
Manager, Environmental Services ^{4,5}	\$ 128,801	10%
Manager, Exploits and Menihek Generation ^{4,5}	\$ 143,500	10%
Manager, Human Resources and Labour Relations ^{4,5}	\$ 158,150	15%
Manager, Safety and Health ^{4,5}	\$ 135,241	10%
Senior Corporate Planning Analyst ^{4,5}	\$ 128,801	10%
	Total Eligible Payout^{3,6}	\$316,791
	Total Actual Payout⁶	\$246,965

NOTES:

¹ Payment in 2014 are based on 2013 performance.

² Full Performance Contract provided separately.

³ Adjusted to reflect proration for new positions.

⁴ Members of Hydro Leadership Team.

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

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

2013 PERFORMANCE CONTRACT - CEO REPORTS							
Line of Business/Division:	Nalcor Energy			CEO Signature:			
Department/Region:	System Operations and Planning			Incumbent Signature:			
Position:	Vice President, System Operations and Planning			Date:			
Incumbent:							
Salary:	\$190,000.00						
PART A - Corporate KPI's:		30%					
Performance Indicator	Weight	Threshold	Salary Weighted Score	Target	Salary Weighted Score	Opportunity	Salary Weighted Score
		Performance Level		Performance Level		Performance Level	
Goal 1: Safety	20.00%		15.00%		20.00%		25.00%
Lead/Lag ratio		>= 550:1	0.900%	>= 600:1	1.20%	>= 750:1	1.50%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.67500%	>= 95% of environmental leadership targets completed	0.90%	>= 97% of environmental leadership targets completed	1.13%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$66.6 million	0.900%	Net income >= \$87.5 million	1.20%	Net income >= \$111.9 million	1.50%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.4500%	Complete planned 2013 activities; refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.60%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.75%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.4500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization -- Phase 3 -- execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.60%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.75%

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

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

2013 PERFORMANCE CONTRACT - CEO REPORTS							
Line of Business/Division:	Nalcor Energy			CEO Signature:			
Department/Region:				Incumbent Signature:			
Position:	Senior Legal Counsel			Date:			
Incumbent:							
Salary:	\$143,203.18						

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

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

2013 PERFORMANCE CONTRACT - CEO REPORTS							
Line of Business/Division:	Nalcor Energy			CEO Signature:			
Department/Region:				Incumbent Signature:			
Position:	Senior Legal Counsel						
Incumbent:							
PART B - Divisional/Departmental Targets:		70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety			5.00%		10.00%		15.00%
Safety Performance	10.00%	(i) Zero medical treatment and lost time injuries for Department <u>and</u> (ii) Departmental Safety Lead/Lag Ratio is >=55:0 <u>and</u> (iii) Personal SWOP observations >=11 <u>and</u> (iv) Submission of 6 SWOPs by end of Q3.	0.350%	(i) Zero medical treatment and lost time injuries for Department <u>and</u> (ii) Departmental Safety Lead/Lag Ratio is >=75:0 <u>and</u> (iii) Personal SWOP observations >=16 <u>and</u> (iv) Submission of 8 SWOPs by end of Q3.	0.700%	(i) Zero medical treatment and lost time injuries for Department <u>and</u> (ii) Departmental Safety Lead/Lag Ratio is >=105:0 <u>and</u> (iii) Personal SWOP observations >=22 <u>and</u> (iv) Submission of 10 SWOPs by end of Q2.	1.050%
Line of Business/Divisional Safety Performance	10.00%	(i) Visit at least 1 Nalcor company facility/office external to Hydro Place and actively participate in and document a safety inspection, tailboard, or other similar type boots on the ground safety related activity with employees <u>and</u> (ii) External legal counsel that you supervise or interact with submit SWOPs/present safety moments of a combined total of >= 4.	0.350%	(i) Visit Nalcor facilities/offices external to Hydro Place on at least 2 occasions and on each visit actively participate in and document a safety inspection, tailboard, or other similar type boots on the ground safety related activity with employees <u>and</u> (ii) External legal counsel that you supervise or interact with submit SWOPs/present safety moments of a combined total of >= 5.	0.700%	(i) Visit 3 different Nalcor facilities/offices external to Hydro Place and on each visit and actively participate in and document a safety inspection, tailboard, or other similar type boots on the ground safety related activity with employees <u>and</u> (ii) External legal counsel that you supervise or interact with submit SWOPs/present safety moments of a combined total of >=10.	1.050%
FELT Leadership	8.57%	(i) Engage in at least 1 BeSafe interaction with employees and submit a SWOP observation <u>and</u> (ii) 360 Felt Leadership score >= 8.0.	0.300%	(i) Engage in at least 3 BeSafe interactions with employees and submit a SWOP observations for each <u>and</u> (ii) Complete a safety inspection of another floor in Hydro Place and submit any SWOP observations <u>and</u> (iii) 360 Felt Leadership score >= 9.0.	0.600%	(i) Engage in at least 5 BeSafe interactions with employees and submit a SWOP observations for each <u>and</u> (ii) Complete a safety inspection of another floor in Hydro Place and submit any SWOP observations <u>and</u> (iii) 360 Felt Leadership score >= 11.0.	0.900%
Primary Goal(s)							
Operations	17.14%	Complete <u>one</u> of the following: (i) Execution of operating agreement between Nalcor and Hydro for Exploits Generating Facilities <u>or</u> (ii) Execution of agreement with former owner of Exploits hydro facilities in settlement of all outstanding issues	0.600%	Complete <u>two</u> of the following: (i) Execution of operating agreement between Nalcor and Hydro for Exploits generating facilities by September 30, 2013 <u>or</u> (ii) Execution of agreement with former owner of Exploits hydro facilities in settlement of all outstanding issues by June 30, 2013 <u>or</u> (iii) Transfer of ownership of Exploits hydro facilities to Nalcor company by January 31, 2014.	1.200%	Complete <u>all</u> of the following: (i) Execution of operating agreement between Nalcor and Hydro for Exploits hydro facilities by June 30, 2013 <u>and</u> (ii) Execution of agreement with former owner of Exploits hydro facilities in settlement of all outstanding issues by April 30, 2013 <u>and</u> (iii) Transfer of ownership of Exploits hydro facilities to Nalcor company by December 15, 2013.	1.800%

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Department/Region:							
Position:		Senior Legal Counsel				Incumbent Signature:	
Incumbent:							
NL Hydro Regulatory	17.14%	(i) Readiness to file General Rate Application (GRA) when required <u>and</u> complete <u>one</u> of the following: (ii) Filing of Capital Budget Application by August 30, 2013 <u>and</u> (iii) Completion of a minimum of 75% of first round of Capital Budget RFIs by November 15, 2013 <u>or</u> (iv) Obtain and implement regulatory direction from Shareholder on industrial RSP issues by December 15, 2013.	0.600%	(i) Readiness to file General Rate Application (GRA) when required <u>and</u> complete <u>two</u> of the following: (ii) Filing of Capital Budget Application by August 15, 2013 <u>or</u> (iii) Completion of a minimum of 90% of first round of Capital Budget RFIs by October 31, 2013 <u>or</u> (iv) Obtain and implement regulatory direction from Shareholder on industrial RSP issues by September 30, 2013.	1.200%	Complete <u>all</u> of the following: (i) Filing of GRA and receipt of PUB order or settlement of significant GRA issues by January 30, 2014 <u>and</u> (ii) Filing of Capital Budget Application by August 1, 2013 <u>and</u> (iii) Completion of all first round of Capital Budget RFIs by September 30, 2013 <u>and</u> (iv) Obtain and implement regulatory direction from Shareholder on industrial RSP issues by July 15, 2013.	1.800%
Growth	17.14%	Complete <u>one</u> of the following: (i) Execution of Agreements by Nalcor and NLH with respect to purchase and transmission of power from Lower Churchill Project <u>or</u> (ii) Filing of capital budget application to PUB seeking approval of third 230 kV circuit from BDE to Western Avalon by October 31, 2013 <u>or</u> Filing of capital budget application to PUB of Avalon CGT by November 30, 2013.	0.600%	Execution of Agreements by Nalcor and NLH with respect to purchase and transmission of power from Lower Churchill Project <u>and</u> complete <u>one</u> of the following: (ii) Filing of capital budget application to PUB seeking approval of third 230 kV circuit from BDE to Western Avalon by August 31, 2013 and completion of RFIs by October 15, 2013 <u>or</u> (iii) Filing of capital budget application to PUB of Avalon CGT by September 30, 2013 and completion of RFIs by November 15, 2013.	1.200%	Complete <u>all</u> of the following: (i) Execution of Agreements by Nalcor and NLH with respect to purchase and transmission of power from Lower Churchill Project by August 31, 2013 <u>and</u> (ii) Filing of capital budget application for third 230 kV circuit from BDE to Western Avalon and PUB approval by December 31, 2013 <u>and</u> (iii) Filing of capital budget application of Avalon CGT and PUB approval by December 31, 2013.	1.800%
Secondary Goals							
Business Excellence	10.00%	Finalize Legal Framework for Excellence in accordance with Dept. Plan and include in draft 2014-2018 Department Plan <u>and</u> (ii) Finalization (initialing) of new Power Contract with IOC.	0.350%	(i) Finalize Legal Framework for Excellence in accordance with Dept. Plan and include in draft 2014-2018 Department Plan <u>and</u> (ii) Finalization (initialing) of new Power Contract with IOC by July 31, 2013.	0.700%	Finalize Legal Framework for Excellence in accordance with Dept. Plan and include in draft 2014-2018 Department Plan <u>and</u> (ii) Execution of new Power Contract with IOC by May 31, 2013.	1.050%
Personal and Department Plan Initiatives	10.00%	(i) Completion of 75% of the 2013 Department Plan initiatives <u>and</u> (ii) Completion of all but two of the Department Plan initiatives that I am responsible for in whole or in part.	0.350%	(i) Completion of 90% of the 2013 Department Plan initiatives <u>and</u> (ii) Completion of all but one of the Department Plan initiatives that I am responsible for in whole or in part.	0.700%	(i) Completion of 100% of the 2013 Department Plan initiatives <u>and</u> (ii) Completion of all Department Plan initiatives that you are responsible for in whole or in part.	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%

Notes:

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	NL Hydro	VP Signature:					
Department/Region:	TRO	Incumbent Signature:					
Position:	Manager, TRO Northern	Date:					
Incumbent:							
Salary:	\$141,223.42						

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

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		TRO		Incumbent Signature:			
Position:		Manager, TRO Northern					
Incumbent:							
PART B - Divisional/Departmental Targets:		70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety			5.00%		10.00%		15.00%
Line of Business/Divisional Safety Performance	14.29%	DEPT AIFR<= 1.30 (Effectively <=1)	0.500%	DEPT AIFR<=0.80 (effectively <=0)	1.000%	DEPT AIFR<=0.75 and REG OPS Division<=0.75	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT score >=8.0	1.000%	360 FELT score >=11.0	1.500%
Primary Goal(s)							
Asset Management Strategy	17.14%	Per Threshold in Corporate Goal Document where LOB in indicated as having a role	0.600%	Per Target in Corporate Goal Document where LOB in indicated as having a role	1.200%	Per Opportunity in Corporate Goal Document where LOB in indicated as having a role	1.800%
Svc Continuity Northern SAIDI <=	10.00%	7.00	0.350%	5.40	0.700%	5.00	1.050%
Reliability (Transmission)	10.00%	T-SAIFI Forced <= 1.50 (NLH 5 Year Average)	0.350%	T-SAIFI Forced <=0.85	0.700%	T-SAIFI Forced <=0.61 (CEA top quartile)	1.050%
Financial Performance DEPT (excluding EFB,GI and FB)	11.43%	<=\$6.646M	0.400%	<=\$6.580M	0.800%	<=\$6.482m	1.200%
Financial PERFORMANCE ALL TRO (excluding EFB,GI and FB)	5.71%	<=\$37.086M	0.200%	<=\$36.719M	0.400%	<=\$36.168M	0.600%
Secondary Goals							
PM Completion TRON (Diesels and isolated Distribution)	7.14%	Complete 85% of PMs	0.250%	Complete 95% of PMs	0.500%	Complete 100% of PMs	0.750%
All Other Workplan Objectives	10.00%	75% or more of the department's 2012 workplan items have been completed	0.350%	90% or more of the department's workplan objectives have been completed	0.700%	100% or more of the department's workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%
Notes:							

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	NI Hydro			VP Signature:			
Department/Region:	TRO			Incumbent Signature:			
Position:	Manager, TRO Labrador			Date:			
Incumbent:							
Salary:	\$130,397.00						

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

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:		TRO					
Position:		Manager, TRO Labrador				Incumbent Signature:	
Incumbent:							
PART B - Divisional/Departmental Targets:		70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety			5.00%		10.00%		15.00%
Line of Business/Divisional Safety Performance	14.29%	DEPT AIFR <= 1.80 (Effectively <=1)	0.500%	DEPT AIFR <=0.80 (effectively <=0)	1.000%	DEPT AIFR <=0.75 and OPS Division <=0.75 REG	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT score >=8.0	1.000%	360 FELT score >=11.0	1.500%
Primary Goal(s)							
Asset Management Strategy	17.14%	Per Threshold in Corporate Goal Document where LOB in indicated as having a role	0.600%	Per Target in Corporate Goal Document where LOB in indicated as having a role	1.200%	Per Opportunity in Corporate Goal Document where LOB in indicated as having a role	1.800%
Svc Continuity Lab. SAIDI <=	10.00%	8.00	0.350%	6.79	0.700%	6.00	1.050%
Reliability (Transmission)	10.00%	T-SAIFI Forced <= 1.50 (NLH 5 Year Average)	0.350%	T-SAIFI Forced <=0.85	0.700%	T-SAIFI Forced <=0.61 (CEA top quartile)	1.050%
Financial Performance DEPT (excluding EFB, GI and FB)	11.43%	<=\$6.028M	0.400%	<=\$5.968M	0.800%	<=\$5.879M	1.200%
Financial PERFORMANCE ALL TRO (excluding EFB, GI and FB)	5.71%	<=\$37.086M	0.200%	<=\$36.719M	0.400%	<=\$36.168M	0.600%
Secondary Goals							
PM Completion TROL (Diesels and Isolated Distribution)	7.14%	Complete 75% of PMs	0.250%	Complete 90% of PMs	0.500%	Complete 100% of PMs	0.750%
All Other Workplan Objectives	10.00%	75% or more of the department's 2012 workplan items have been completed	0.350%	90% or more of the department's workplan objectives have been completed	0.700%	100% or more of the department's workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:		TRO					
Position:		Manager, TRO Central				Incumbent Signature:	
Incumbent:							
Salary:		\$158,150.00				Date:	

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

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:		TRO					
Position:		Manager, TRO Central				Incumbent Signature:	
Incumbent:							
PART B - Divisional/Departmental Targets:		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%		20.00%
Line of Business/Divisional Safety Performance	14.29%	DEPT AIFR<= 0.95 (Effectively <=1)	1.000%	DEPT AIFR<=0.80 (effectively <=0)	1.500%	DEPT AIFR<=0.75 and REG OPS Division<=0.75	2.000%
FELT Leadership	14.29%	N/A	1.000%	360 FELT score >=8.0	1.500%	360 FELT score >=11.0	2.000%
Primary Goal(s)							
Asset Management Strategy	17.14%	Per Threshold in Corporate Goal Document where LOB in indicated as having a role	1.200%	Per Target in Corporate Goal Document where LOB in indicated as having a role	1.800%	Per Opportunity in Corporate Goal Document where LOB in indicated as having a role	2.400%
Svc. Cont TRO C SAIDI	10.00%	7.00	0.700%	5.57	1.050%	5.00	1.400%
Reliability (Transmission)	10.00%	T-SAIFI Forced <= 1.50 (NLH 5 Year Average)	0.700%	T-SAIFI Forced <=0.85	1.050%	T-SAIFI Forced <=0.61 (CEA top quartile)	1.400%
Financial Performance DEPT (excluding EFB,GI and FB)	11.43%	<=\$11.230M	0.800%	<=\$11.119M	1.200%	<=\$10.952M	1.600%
Financial PERFORMANCE ALL TRO (excluding EFB,GI and FB)	5.71%	<=\$37.086M	0.400%	<=\$36.719M	0.600%	<=\$36.168M	0.800%
Secondary Goals							
PM Completion TROC	7.14%	Complete 75% of PMs	0.500%	Complete 90% of PMs	0.750%	Complete 100% of PMs	1.000%
All Other Workplan Objectives	10.00%	75% or more of the department's 2012 workplan items have been completed	0.700%	90% or more of the department's workplan objectives have been completed	1.050%	100% or more of the department's workplan objectives have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%
Notes:							

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:		System Operations and Planning				Incumbent Signature:	
Position:		Manager, TL Planning and Integration				Date:	
Incumbent:							
Salary:		\$143,220.00					

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

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro		VP Signature:			
Department/Region:		System Operations and Planning		Incumbent Signature:			
Position:		Manager, TL Planning and Integration					
Incumbent:							
PART B - Divisional/Departmental Targets:		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%		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 score >=8.0	1.500%	360 FELT score >=11.0	2.000%
Primary Goal(s)							
Complete a RACI identifying interfaces between Transmission Planning and NLH, CF(L)co, PETS, MF/LIL/ML Project Team and New Business	17.14%	RACI complete R's, A's, C's and I's defined	1.200%	Measures in place to confirm due process is being followed	1.800%	90% + compliance with process	2.400%
Prepare Dept Procedure for System Impact Studies	8.57%	Draft Procedure Prepared	0.600%	Procedure Approved for Use	0.900%	Procedure in use across Nalcor	1.200%
Update procedure/format for annual transmission system review	8.57%	Draft Procedure Prepared	0.600%	Procedure Approved for Use	0.900%	Annual review completed for 2014	1.200%
Financial Performance (Dept) *See Note	11.43%	1% or less above 2013 budget(\$762,757)	0.800%	2013 budget(\$755,205)	1.200%	>= 2.5% below 2013 budget(\$736,325)	1.600%
Financial Performance (Division)	5.71%	1% or less above 2013 budget(\$2,997,639)	0.400%	2013 budget(\$2,968,009)	0.600%	>= 2.5% below 2013 budget(\$2,893,809)	0.800%
Secondary Goals							
Support a RACI identifying interfaces between System Operations Dept. and NLH, CF(L)co, PETS, MF/LIL/ML Project Team and New Business	5.00%	RACI complete R's, A's, C's and I's defined	0.350%	Measures in place to confirm due process is being followed	0.525%	90% + compliance with process	0.700%
Support a RACI identifying interfaces between Transmission Planning and NLH, CF(L)co, PETS, MF/LIL/ML Project Team and New Business	5.00%	RACI complete R's, A's, C's and I's defined	0.350%	Measures in place to confirm due process is being followed	0.525%	90% + compliance with process	0.700%
All Other Workplan Objectives	10.00%	75% or more of the 2013 workplan items have been completed	0.700%	90% or more of the workplan objectives have been completed	1.050%	100% or more of the workplan objectives have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:						Incumbent Signature:	
Position:		Manager, Thermal Generation				Date:	
Incumbent:							
Salary:		\$155,992.63					
PART A - Corporate KPI's:		30%					
Performance Indicator	Weight	Threshold	Salary Weighted Score	Target	Salary Weighted Score	Opportunity	Salary Weighted Score
		Performance Level		Performance Level		Performance Level	
Goal 1: Safety	20.00%		10.00%		15.00%		20.00%
Lead/Lag ratio		>= 550:1	0.600%	>= 600:1	0.90%	>= 750:1	1.20%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of environmental leadership targets completed	0.68%	>= 97% of environmental leadership targets completed	0.90%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= 66.6x million	0.500%	Net income >= \$87.5 million	0.90%	Net income >= \$111.9 million	1.20%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.3000%	Complete planned 2013 activities; refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.45%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.60%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.3000%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization - Phase 3 - execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.45%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development; built into personal development plans for key functional roles; create asset management general information portal.	0.60%

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:							
Position:		Manager, Thermal Generation				Incumbent Signature:	
Incumbent:							
PART B - Divisional/Departmental Targets:		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%		20.00%
Dept= Hydro generation	14.29%	DEPT AIFR<= 1.00 (Effectively <=1)	1.000%	DEPT AIFR<=0.80 (effectively <=0)	1.500%	DEPT AIFR<=0.80 and OPS Division<=0.75 REG	2.000%
FELT Leadership	14.29%	N/A	1.000%	360 FELT score >=8.0	1.500%	360 FELT score >=11.0	2.000%
Primary Goal(s)							
Asset Management Strategy	17.14%	Per Threshold in Corporate Goal Document where LOB is indicated as having a role	1.200%	Per Target in Corporate Goal Document where LOB is indicated as having a role	1.800%	Per Opportunity in Corporate Goal Document where LOB is indicated as having a role	2.400%
Reliability - Plant Weighed Capability Factor	10.00%	66.00	0.700%	71.29	1.050%	74.00	1.400%
Reliability - Island Power System Contingency Reserve	10.00%	>= 99.25%	0.700%	>= 99.50%	1.050%	>= 99.80%	1.400%
Financial Performance DEPT less EFB	11.43%	<=20.858M (Budget +1%)	0.800%	<=\$20.651M (Budget)	1.200%	<= 20.341M(Budget -1.5%)	1.600%
Financial Performance Reg Ops + Exploits and Menihok - System Ops	5.71%	<=(Budget +1.0%)	0.400%	<=Budget	0.600%	<=(Budget -1.5%)	0.800%
Secondary Goals							
Multi-year Operating Plan to Plant Retirement	7.14%	Multi-year Action Plan for Employee Deployment and Retention. Developed in consultation with HR and in alignment with ELAC and Communicated to Employees	0.500%	100% of 2013 action plans completed.	0.750%	100% of 2013 action plans completed and at least one significant item of 2014 plan has been initiated.	1.000%
All Other Work plan Objectives	10.00%	75% or more of the department's 2013 work plan items have been completed	0.700%	90% or more of the department's work plan objectives have been completed	1.050%	100% or more of the department's work plan objectives have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%
Notes:							

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		System Operations and Planning				VP Signature:	
Department/Region:		System Operations				Incumbent Signature:	
Position:		Manager, System Operations				Date:	
Incumbent:							
Salary:		\$150,675.00					

PART A - Corporate KPI's: 30%							
Performance Indicator	Weight	Threshold	Salary Weighted Score	Target	Salary Weighted Score	Opportunity	Salary Weighted Score
		Performance Level		Performance Level		Performance Level	
Goal 1: Safety	20.00%		10.00%		15.00%		20.00%
Lead/Lag ratio		>= 550:1	0.600%	>= 600:1	0.90%	>= 750:1	1.20%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of environmental leadership targets completed	0.68%	>= 97% of environmental leadership targets completed	0.90%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$86.6 million	0.600%	Net income >= \$87.5 million	0.90%	Net income >= \$111.6 million	1.20%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.3000%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.45%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.60%
Asset Management	10.00%	Complete asset condition assessment module implementation; activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.3000%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization - Phase 3 - execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.45%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.60%

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		System Operations and Planning				VP Signature:	
Department/Region:		System Operations					
Position:		Manager, System Operations				Incumbent Signature:	
Incumbent:							
PART B - Divisional/Departmental Targets:		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%		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	14.29%		1.000%	360Felt Leadership Score >=8	1.500%	360Felt Leadership Score >=11	2.000%
Primary Goal(s)							
Complete a RACI identifying interfaces between System Operations Dept and NLH,CF(L)co,PETS,MF/LI/LML Project Team and New Business	17.14%	RACI complete R's, A's, C's and I's defined	1.200%	Measures in place to confirm due process is being followed	1.800%	90% + compliance with process	2.400%
Work protection Code Compliance	8.57%	88%	0.600%	90%	0.900%	92%	1.200%
Support GRA Filing	8.57%	VP Judgement	0.600%	VP Judgement	0.900%	VP Judgement	1.200%
Financial Performance (Dept)	11.43%	1% or less above 2013 budget(\$2,234,932)	0.800%	2013 budget(\$2,212,804)	1.200%	>= 2.5% below 2013 budget(\$2,157,484)	1.600%
Financial Performance (Division) *See Note	5.71%	1% or less above 2013 budget(\$2,997,889)	0.400%	2013 budget(\$2,968,009)	0.600%	>= 2.5% below 2013 budget(\$2,893,809)	0.800%
Secondary Goals							
Support a RACI identifying interfaces between Generation and Rural Planning and NLH,CF(L)co,PETS,MF/LI/LML Project Team and New Business	5.00%	RACI complete R's, A's, C's and I's defined	0.350%	Measures in place to confirm due process is being followed	0.525%	90% + compliance with process	0.700%
Support a RACI identifying interfaces between Transmission Planning and NLH,CF(L)co,PETS,MF/LI/LML Project Team and New Business	5.00%	RACI complete R's, A's, C's and I's defined	0.350%	Measures in place to confirm due process is being followed	0.525%	90% + compliance with process	0.700%
All Other Workplan Objectives	10.00%	75% or more of the 2013 workplan items have been completed	0.700%	90% or more of the workplan objectives have been completed	1.050%	100% or more of the workplan objectives have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%
Notes: System Planning budget may change as a result of re-organization							

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Finance			VP Signature:			
Department/Region:	Rates and Regulatory			Incumbent Signature:			
Position:	Manager, Rates and Regulatory			Date:			
Incumbent:							
Salary:	\$142,551.16						

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

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Finance				VP Signature:	
Department/Region:		Rates and Regulatory					
Position:		Manager, Rates and Regulatory				Incumbent Signature:	
Incumbent:							
PART B - Divisional/Departmental Targets:		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%		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 + complete >= 2 field safety tours	1.500%	360 FELT Leadership score >= 11.0 + complete >= 4 field safety tours	2.000%
Primary Goal(s)							
Rates & Regulatory	17.14%	See attached	1.200%	See attached	1.800%	See attached	2.400%
Lower Churchills (Commercial & Other	17.14%	See attached	1.200%	See attached	1.800%	See attached	2.400%
Financial Performance	17.14%	1% or less above 2013 budget	1.200%	2013 budget	1.800%	>= 2.5% below 2013 budget	2.400%
Secondary Goals							
Other Regulatory Activities	10.00%	See attached	0.700%	See attached	1.050%	See attached	1.400%
All Other Workplan Objectives	10.00%	75% or more of the 2013 workplan items have been completed	0.700%	90% or more of the workplan objectives have been completed	1.050%	100% or more of the workplan objectives have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%
Notes:							

**2013 Performance Contract
 Manager, Rates and Regulatory – Attachment**

	Threshold	Target	Opportunity
Rates & Regulatory (Priority #1)	Achieve five (5) of the following: <ul style="list-style-type: none"> ▪ Obtain decision from Govt on the 2013/2017 Rate Plan ▪ Obtain regulatory direction from shareholder on Industrial RSP Issues. ▪ GRA ready to file with PUB. ▪ Identify & action any regulatory issues regarding 2012 Labrador Industrial rates Policy. ▪ Plan, organize and support the GRA Process ▪ Support Regulatory approval of 2014 Capital Budget ▪ Implement “single point accountability” for Regulatory Issues ▪ Complete Assessment of Regulatory Structure 	Achieve six (6) of the following: <ul style="list-style-type: none"> ▪ Obtain decision from Govt on the 2013/2017 Rate Plan ▪ Obtain regulatory direction from shareholder on Industrial RSP Issues. ▪ GRA ready to file with PUB. ▪ Identify & action any regulatory issues regarding 2012 Labrador Industrial rates Policy. ▪ Plan, organize and support the GRA Process ▪ Support Regulatory approval of 2014 Capital Budget ▪ Revised “single point accountability” ▪ Complete Assessment of Regulatory Structure 	Achieve seven (7) of the following: <ul style="list-style-type: none"> ▪ Obtain decision from Govt on the 2013/2017 Rate Plan ▪ Obtain regulatory direction from shareholder on Industrial RSP Issues. ▪ GRA ready to file with PUB. ▪ Identify & action any regulatory issues regarding 2012 Labrador Industrial rates Policy. ▪ Plan, organize and support the GRA Process ▪ Support Regulatory approval of 2014 Capital Budget ▪ Revised “single point accountability” ▪ Complete Assessment of Regulatory Structure
Lower Churchill (Commercial & Other) (Priority #2)	Achieve two (2) of the following: <ul style="list-style-type: none"> ▪ NLH-Nalcor Secondary Formal Agreements required to support financial close finalized and executed. ▪ OIC’s supporting financing / cost recovery mechanism finalized. ▪ Support NL sign-off on Transmission regime ▪ Develop plan for incorporation of MF-LIL costs into regulatory process 	Achieve three (3) of the following: <ul style="list-style-type: none"> ▪ NLH-Nalcor Secondary Formal Agreements required to support financial close finalized and executed. ▪ OIC’s supporting financing / cost recovery mechanism finalized. ▪ Support NL sign-off on Transmission regime ▪ Develop plan for incorporation of MF-LIL costs into regulatory process 	Achieve all of the following: <ul style="list-style-type: none"> ▪ NLH-Nalcor Secondary Formal Agreements required to support financial close finalized and executed. ▪ OIC’s supporting financing / cost recovery mechanism finalized. ▪ Support NL sign-off on Transmission regime ▪ Develop plan for incorporation of MF-LIL costs into regulatory process

Other Regulatory Activities	Achieve at least (4) of the following: <ul style="list-style-type: none"> ▪ Support Regulatory Process for Bell Pole Aliant Sale ▪ Provide Regulatory support for Exploits transfer of assets ▪ Complete Process Improvement assessment of Capital Budget Regulatory process ▪ Complete Assessment of Regulatory Processes ▪ Work on Bettering Relationship with the PUB ▪ Provide regulatory support towards the long-term financial forecast ▪ Provide regulatory support on additional supplemental capital applications (for e.g. Holyrood) 	Achieve at least (5) of the following: <ul style="list-style-type: none"> ▪ Support Regulatory Process for Bell Pole Aliant Sale ▪ Provide Regulatory support for Exploits transfer of assets ▪ Complete Process Improvement assessment of Capital Budget Regulatory process ▪ Complete Assessment of Regulatory Processes ▪ Work on Bettering Relationship with the PUB ▪ Provide regulatory support towards the long-term financial forecast ▪ Provide regulatory support on additional supplemental capital applications (for e.g. Holyrood) 	Achieve at least (6) of the following: <ul style="list-style-type: none"> ▪ Support Regulatory Process for Bell Pole Aliant Sale ▪ Provide Regulatory support for Exploits transfer of assets ▪ Complete Process Improvement assessment of Capital Budget Regulatory process ▪ Complete Assessment of Regulatory Processes ▪ Work on Bettering Relationship with the PUB ▪ Provide regulatory support towards the long-term financial forecast ▪ Provide regulatory support on additional supplemental capital applications (for e.g. Holyrood)

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Natcor Energy			VP Signature:			
Department/Region:	Project Execution & Technical Services			Incumbent Signature:			
Position:	Manager, Project Execution (Regulated)			Date:			
Incumbent:							
Salary:	\$141,063.61						

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

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Nalcor Energy		VP Signature:			
Department/Region:		Project Execution & Technical Services		Incumbent Signature:			
Position:		Manager, Project Execution (Regulated)					
Incumbent:							
PART B - Divisional/Departmental Targets:		70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety			5.00%		10.00%		15.00%
Personal Safety Plan	10.00%	Develop Personal Safet Plan	0.350%	Perform 5 formal site safety visits using form, 2SWOPs per visit	0.700%	Personal Safety Plans developed by direct reports	1.050%
Line of Business/Divisional Safety Performance	10.00%	0 injuries + total observations are >= 80% of the Nalcor per capita	0.350%	0 injuries + total observations are >=100% of the Nalcor per capita	0.700%	0 injuries + total observations are >=120% of the Nalcor per capita	1.050%
FELT Leadership	8.57%	N/A	0.300%	360 FELT score >=8.0	0.600%	360 FELT score >=11.0	0.900%
Primary Goal(s)							
Priority Workplan Objective #1 Project Execution Development	5.71%	Delivery of 85% of projects planned to completed	0.200%	Delivery of 90% of projects planned to completed	0.400%	Delivery of 95% of projects planned to completed	0.600%
	4.29%	Perform analysis of accuracy of 2012 resource plan Detailed resource planning for 2013 projects	0.150%	Develop strategy to engage Oil & Gas, other LOBs in capital budget planning process	0.300%	Take first steps in implementation of strategic partnership with selected engineering and project management consultant firms (2-3)	0.450%
	4.29%	Implement earned value on key projects	0.150%	Benchmark measuring and reporting processes and prepare gap closure plan Establish KPIs on safety, quality, cost and delivery	0.300%	Go to market in Q4 2013 for 2014 capital projects (selectively target high-risk projects and those with long lead delivery equipment, materials)	0.450%
Priority Workplan Objective #2 Complete Planned 2013 Asset Management Strategic Deliverables	3.57%	Execute 2013 portion of Basis of Design gap closure plan and refresh for 2014	0.125%	Perform asset criticality rankings and file with OAM	0.250%	Build asset management role related training into personal development plans for core asset management functions on a needs basis	0.375%
	3.57%	Refresh 5 year project plans and align with capital budgeting process	0.125%	Execute 2013 portion of critical spares gap closure plan (as created in 2012)	0.250%	Work with IS to create an Asset Management information access portal on the Intranet	0.375%
	2.86%	Complete self-assessment surveys and use as input to strategic planning	0.100%	Existing Councils: REEC Council develop lubrication self-assessment package and multi-year initiatives plan, LTAP Council develop LTAP self-assessment package and baseline, STWPS Council develop STWPS self-assessment package and baseline, TSE Council develop standard transformer test procedure and multi-year initiatives plan, RCRFA Council develop self-assessment package	0.200%	Form new councils and establish plan forward for Dams and Dykes and Asset Owner function	0.300%
Financial Performance	10.00%	5% or less above 2013 Divisional operating budget	0.350%	On 2013 Divisional operating budget	0.700%	>= 2.5% below 2013 Divisional operating budget	1.050%
	10.00%	Capex Expenditures, (Reg & Non Reg), +/- 12%, overall budget variance	0.350%	Capex Expenditures, (Reg & Non Reg), +/- 10%, overall budget variance	0.700%	Capex Expenditures, (Reg & Non Reg), +/- 8%, overall budget variance	1.050%
Priority Workplan Objective #3 Technical Services Development	3.57%	Develop Tech Services Road Map for 2013	0.125%	Implementation of Tech Services Road Map for 2013	0.250%	Create next steps in development of long term Technical Services Road Map	0.375%
	3.57%	CBPs prepared for all LOBs (NLH, CF, Exploits/Menihok/Star Lake). Incomp Basis of Estimate document, prioritized and redlined	0.125%	Incorporation of WBS in the CBPs preparation for 5% of the regulated proposals	0.250%	Create next steps in program development for diesel plants	0.375%

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Nalcor Energy			VP Signature:		
Department/Region:		Project Execution & Technical Services					
Position:		Manager, Project Execution (Regulated)			Incumbent Signature:		
Incumbent:							
	2.86%	Technical support provided to Operating groups on prioritized and planned basis (50 % of priority A work)	0.100%	Technical support provided to Operating groups on prioritized and planned basis (75 % of priority A work)	0.200%	Technical support provided to Operating groups on prioritized and planned basis (95 % of priority A work)	0.300%
Priority Workplan Objective #4 System Planning & LCP Integration Development	7.14%	Paint picture of segregation of tasks for System Planning and System Operator	0.250%	Rrestructured for future state with functional staffing model	0.500%	Alignment,endorsement and implementation of first steps	0.750%
All Other Workplan Objectives	10.00%	75% or more of the VP's 2013 workplan items have been completed	0.350%	90% or more of the VP's workplan objectives have been completed	0.700%	100% or more of the VP's workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%

Notes:

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:						Incumbent Signature:	
Position:		Manager, Hydro Generation					
Incumbent:							
Salary:		\$128,806.00				Date:	

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

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:						Incumbent Signature:	
Position:		Manager, Hydro Generation					
Incumbent:							
PART B - Divisional/Departmental Targets:		70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety			5.00%		10.00%		15.00%
Dept= Hydro generation	14.29%	DEPT AIFR<= 1.10 (Effectively <=1)	0.500%	DEPT AIFR<=0.80 (effectively <=0)	1.000%	DEPT AIFR<=0.75 and OPS Division<=0.75	RES 1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT score >=8.0	1.000%	360 FELT score >=11.0	1.500%
Primary Goal(s)							
Asset Management Strategy	17.14%	Per Threshold in Corporate Goal Document where LOB in indicated as having a role	0.600%	Per Target in Corporate Goal Document where LOB in indicated as having a role	1.200%	Per Opportunity in Corporate Goal Document where LOB in indicated as having a role	1.800%
Weighted Hydro Gen Capability Factor	10.00%	91.3 (CEA Average)	0.350%	92.2	0.700%	94.69	1.050%
Reliability - Island Power System Contingency Reserve	10.00%	>= 99.25%	0.350%	>= 99.50%	0.700%	>= 99.80%	1.050%
Financial Performance DEPT including Star Lake less EFB	11.43%	<=(Budget +2%)	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							
Reduce net operating o/t from budget	7.14%	Meet budget	0.250%	reduce by 2%	0.500%	reduce by 5%	0.750%
All Other Workplan Objectives	10.00%	75% or more of the department's workplan items have been completed	0.350%	90% or more of the department's workplan objectives have been completed	0.700%	100% or more of the department's workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%

Notes:

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	NL Hydro			VP Signature:			
Department/Region:	System Operations and Planning			Incumbent Signature:			
Position:	Manager, Generation and Rural Planning			Date:			
Incumbent:							
Salary:	\$136,710.00						

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

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:		System Operations and Planning				Incumbent Signature:	
Position:		Manager, Generation and Rural Planning					
Incumbent:							
PART B - Divisional/Departmental Targets:		70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety			5.00%		10.00%		15.00%
Line of Business/Divisional Safety Performance	14.29%	0 injuries + total observations are >= 80% of the Nalcor per capita	0.500%	0 injuries + total observations are >=100% of the Nalcor per capita	1.000%	0 injuries + total observations are >=120% of the Nalcor per capita	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT score >=8.0	1.000%	360 FELT score >=11.0	1.500%
Primary Goal(s)							
Complete a RACI identifying interfaces between Generation & Rural Planning and NLH, CF(L)co, PETS, MF/LIL/ML Project Team and New Business	17.14%	RACI complete R's, A's, C's and I's defined	0.600%	Measures in place to confirm due process is being followed	1.200%	90% + compliance with process	1.800%
Provide support for GRA process	8.57%	VP Judgment	0.300%	VP Judgment	0.600%	VP Judgment	0.900%
Develop new format for the annual Generation Planning Issues report, given that sanction for MF has been approved	8.57%	Internal Leadership acceptance and approval of revised format	0.300%	Report completed	0.600%	Report filed with PUB	0.900%
Financial Performance (Dept) *See Note	11.43%	1% or less above 2013 budget(\$762,757)	0.400%	2013 budget(\$755,205)	0.800%	>= 2.5% below 2013 budget(\$736,325)	1.200%
Financial Performance (Division)	5.71%	1% or less above 2013 budget(\$2,997,689)	0.200%	2013 budget(\$2,968,009)	0.400%	>= 2.5% below 2013 budget(\$2,893,809)	0.600%
Secondary Goals							
Support a RACI identifying interfaces between System Operations Dept. and NLH, CF(L)co, PETS, MF/LIL/ML Project Team and New Business	5.00%	RACI complete R's, A's, C's and I's defined	0.175%	Measures in place to confirm due process is being followed	0.350%	90% + compliance with process	0.525%
Support a RACI identifying interfaces between Transmission Planning and NLH, CF(L)co, PETS, MF/LIL/ML Project Team and New Business	5.00%	RACI complete R's, A's, C's and I's defined	0.175%	Measures in place to confirm due process is being followed	0.350%	90% + compliance with process	0.525%
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%

Notes: System Planning budget may change as a result of re-organization

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:		TRO				Incumbent Signature:	
Position:		General Manager, TRO				Date:	
Incumbent:							
Salary:		\$150,182.26					

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

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:		TRO				Incumbent Signature:	
Position:		General Manager, TRO					
Incumbent:							
PART B - Divisional/Departmental Targets:		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%		20.00%
TRO Department and Reg Ops	14.29%	DEPT AIFR <= 0.95 (Effectively <=3)	1.000%	DEPT AIFR <=0.80 (effectively <=2)	1.500%	DEPT AIFR <=0.75 and OPS Division <=0.75 REG	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 Strategy	17.14%	Per Threshold in Corporate Goal Document where LOB is indicated as having a role	1.200%	Per Target in Corporate Goal Document where LOB is indicated as having a role	1.800%	Per Opportunity in Corporate Goal Document where LOB is indicated as having a role	2.400%
Reliability (Transmission)	10.00%	T-SAIFI Forced <=1.50 (NLH 5 -year avg)	0.700%	T-SAIFI Forced <=0.85	1.050%	T-SAIFI Forced <=0.61 (CEA top quartile)	1.400%
Reliability (Distribution)	10.00%	SAIFI <= 4.88 (NLH 5 year average)	0.700%	SAIFI <= 3.65	1.050%	SAIFI <= 3.00 (CEA Region 2 avg.)	1.400%
Financial Performance TRO	11.43%	<=\$37.086M (101%)	0.800%	<=\$36.719M (Budget)	1.200%	<=\$36.168M (98.5%)	1.600%
Financial Performance Reg Ops Excluding Mhk	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 (83 of 93)	0.500%	>95% of plan actions (88 of 93)	0.750%	100% of plan actions (93 of 93)	1.000%
All Other Workplan Objectives	10.00%	75% or more of the department's 2012 workplan items have been completed	0.700%	90% or more of the department's workplan objectives have been completed	1.050%	100% or more of the department's workplan objectives have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%

Notes:

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Finance			VP Signature:			
Department/Region:	Finance and Corporate Services			Incumbent Signature:			
Position:	Divisional Controller			Date:			
Incumbent:							
Salary:	\$140,567.85						
PART A - Corporate KPI's:							
30%							
Performance Indicator	Weight	Threshold	Salary Weighted Score	Target	Salary Weighted Score	Opportunity	Salary Weighted Score
		Performance Level		Performance Level		Performance Level	
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.60%	>= 750:1	0.90%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.45%	>= 97% of environmental leadership targets completed	0.68%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$66.6 million	0.300%	Net income >= \$87.5 million	0.60%	Net income >= \$111.9 million	0.90%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.1500%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.30%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.45%
Asset Management	10.00%	Complete asset condition assessment module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.1500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization - Phase 3 - execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.30%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.45%

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Finance				VP Signature:	
Department/Region:		Finance and Corporate Services				Incumbent Signature:	
Position:		Divisional Controller					
Incumbent:							
PART B - Divisional/Departmental Targets:		70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety			5.00%		10.00%		15.00%
Line of Business/Divisional Safety Performance	14.29%	0 injuries + total observations are >= 80% of the Nalcor per capita	0.500%	0 injuries + total observations are >=100% of the Nalcor per capita	1.000%	0 injuries + total observations are >=120% of the Nalcor per capita	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT Leadership score >= 8.0	1.000%	360 FELT Leadership score >= 11.0	1.500%
Primary Goal(s)							
Priority Workplan Objective #1	17.14%	GRA evidence filed , Financial RFI's answered and support hearing	0.600%	GRA evidence filed, Financial RFI's answered, support hearing and interim rates implemented	1.200%	GRA application filed, Financial RFI's answered, support hearing and new rates implemented	1.800%
Priority Workplan Objective #2	17.14%	Participate and support financial activities to facilitate completion on pole sale or new attachment rental agreement with Bell Aliant	0.600%	Participate and support activities that result in filing an application to PUB on pole sale or new attachment rental agreement with Bell Aliant	1.200%	Participate and support activities that result in filing an application to PUB and approval obtained on pole sale or new attachment rental agreement with Bell Aliant	1.800%
Financial Performance	17.14%	Total O&M controllable costs are maintained within 1% or less above board approved B2013	0.600%	Total O&M controllable costs are maintained at or below board approved B2013	1.200%	Total O&M controllable costs are maintained >= 2.5% below approved B2013	1.800%
Secondary Goals							
Priority Workplan Objective #3	10.00%	Complete visit to one operation area office during fiscal 2013 to deliver educational session on financial metrics to staff/management	0.350%	Complete visit to two operation area offices during fiscal 2013 to deliver educational session on financial metrics to staff/management	0.700%	Complete visit to three operation area offices during fiscal 2013 to deliver educational session on financial metrics to staff/management	1.050%
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%
Notes:							

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Nalcor Energy			VP Signature:			
Department/Region:	HROE			Incumbent Signature:			
Position:	Manager, Environmental Services			Date:			
Incumbent:							
Salary:	\$128,801.25						

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

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

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	NL Hydro					VP Signature:	
Department/Region:						Incumbent Signature:	
Position:	Manager, Exploits Generation						
Incumbent:							
Salary:	\$143,500.00					Date:	

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

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	NL Hydro			VP Signature:			
Department/Region:				Incumbent Signature:			
Position:	Manager, Exploits Generation						
Incumbent:							
PART B - Divisional/Departmental Targets:		70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Safety			5.00%		10.00%		15.00%
Dept= EXG and MHK	14.29%	DEPT AIFR<= 3.60 (Effectively <=1) and 0 LT injuries	0.500%	DEPT AIFR<= 3.60 (Effectively <=1), 0 LT injuries and SWOPS are 100% of Nalcor percapita	1.000%	DEPT AIFR<= 3.60 (Effectively <=1), 0 LT injuries and SWOPS are 120% of Nalcor percapita	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT score >=8.0	1.000%	360 FELT score >=11.0	1.500%
Primary Goal(s)							
Capital plan 2013	17.14%	Complete 90% of approved 2013 capital plan	0.500%	Complete 95% of approved 2013 capital plan	1.200%	Complete 95% of approved 2013 capital plan and 2014 plan approved	1.800%
Asset Management Strategy	10.00%	Completed 1 year plan ready for evaluation + line items for 20 year plan	0.350%	Completed 1 year plan ready for evaluation + project scope for 5 year plan + line items for 20 year plan	0.700%	Completed 1 year plan ready for evaluation + project scope for 5 year plan + line items for 20 year plan +	1.050%
Water Management Succession Planning	10.00%	Documented Exploits River environmental flow requirements, community contacts, ice management alert levels and flood control alert levels	0.350%	Draft Reservoir Operations Manual with Fish Management and Flood Management Requirements	0.700%	Reservoir Operations Manual with Fish Management and Flood Management Requirements Signed off by Exploits Management plus mentoring plan for 2014	1.050%
Financial Performance Exploits Generation & Menihok ¹	11.43%	<=\$10.213M (+1.0%)	0.400%	<=\$10.112M (Budget)	0.800%	<=\$9.960M (-1.5%)	1.200%
Financial Performance Reg Ops + Exploits and Menihok - System Ops	5.71%	<=(Budget +1.0%)	0.200%	<=Budget	0.400%	<=(Budget -1.5%)	0.600%
Secondary Goals							
Environmental Management System Implementation	7.14%	All data provided to ES to enable documented Fish Management Requirements	0.250%	All data provided to ES to enable documented Fish Management Requirements plus meet with ES staff to enable development of written procedures in compliance with historic DFO management requirements	0.500%	Target plus all additional data provided to ES enable EMS implementation in 2014.	0.750%
All Other Workplan Objectives	10.00%	75% or more of the 2013 workplan items have been completed	0.350%	90% or more of the workplan objectives have been completed	0.700%	100% or more of the workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%

Notes:

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Nalcor Energy			VP Signature:			
Department/Region:	HROE			Incumbent Signature:			
Position:	Manager, Human Resources and Labour Relations			Date:			
Incumbent:							
Salary:	\$158,150.00						

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

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Nalcor Energy		VP Signature:			
Department/Region:		HROE		Incumbent Signature:			
Position:		Manager, Human Resources and Labour Relations					
Incumbent:							
PART B - Divisional/Departmental Targets:		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%		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 + complete >= 2 field safety tours	1.500%	360 FELT Leadership score >= 11.0 + complete >= 4 field safety tours	2.000%
Primary Goal(s)							
Employee Engagement and Process/Program Review	17.14%	All activities related to the HR/OE EES Action Plan have been completed as planned + substantive progress on TARGET - discretion of the VP	1.200%	Reviews of our performance management, succession planning, and employee recognition processes have been completed and gap closure/CI strategies have been endorsed by the LT	1.800%	TARGET + specific actions for improving employee engagement levels in CF and HTGS have been implemented by the VPs of NLH and CF with HROE support	2.400%
Diversity and Inclusion	17.14%	Full execution of the 2011 and 2012 items in the company's Diversity & Inclusion Action Plan + meaningful progress on the development of a training & awareness building plan.	1.200%	Full execution of the 2011 and 2012 items in the company's Diversity & Inclusion Action Plan + deliver a Diveristy Awareness Workshop to 10-20% of Nalcor's employees	1.800%	Target + a Diversity Skills Building Workshop has been piloted + a conceptual model for a women's mentorship network has been presented to the Diversity Council	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, 2083 and 3018 combined	1.800%	>= 2.5% below budget and +/- 3% of forecast	2.400%
Secondary Goals							
Labour Relations/Negotiations	10.00%	Substantive progress has been made in relation to TARGET - discretion of the VP	0.700%	An agreement has been signed with all IBEW parties re: the integration of Local 512 with Local 1615, including all appropriate amendments to the NLH CBA.	1.050%	TARGET + strategies for addressing long-term Ts&Cs in CF + 2351 jurisdiction vis new Labrador electricity assets, have been endorsed by VPs of HR/OE and CF.	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:							

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Nalcor Energy			VP Signature:			
Department/Region:	HROE			Incumbent Signature:			
Position:	Manager, Safety and Health			Date:			
Incumbent:							
Salary:	\$135,241.31						

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

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

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

2013 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Nalcor Energy	VP Signature:					
Department/Region:	Strategic Planning and Business Development	Incumbent Signature:					
Position:	Senior Corporate Planning Analyst	Date:					
Incumbent:							
Salary:	\$128,801.25						

PART A - Corporate KPI's: 30%							
Performance Indicator	Weight	Threshold	Salary Weighted Score	Target	Salary Weighted Score	Opportunity	Salary Weighted Score
		Performance Level		Performance Level		Performance Level	
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 800:1	0.60%	>= 750:1	0.90%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.45%	>= 97% of environmental leadership targets completed	0.68%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$66.6 million	0.300%	Net income >= \$87.5 million	0.60%	Net income >= \$111.9 million	0.90%
Project Execution	10.00%	Complete 80% of planned 2013 activities.	0.1500%	Complete planned 2013 activities: refine implementation of risk management work completed in 2012; implement time management process Phase I; and implement quality management process Phase II.	0.30%	Target + take first steps in implementation of strategic partnership with 2-3 engineering and project management consultant firms.	0.45%
Asset Management	10.00%	Complete asset condition assessment; module implementation activities; design standards, planning criteria, operating parameters Phase 2 gap closure plan continued; review and refresh 5 year project plans (include MOC and high level implementation plan); self-assessment of asset management maturity completed by lines of business.	0.1500%	Threshold + complete asset criticality evaluation by applicable LOB; critical spares rationalization – Phase 3 – execute gap closure plan from 2012; stabilize and grow technical councils (Rotating Equipment; Essential Care; Long-term Asset Planning; Short-term Work Planning and Scheduling; Transformers and Switchyard; Root Cause Repeat Failure Analysis)	0.30%	Target + initiate and plan new technical councils (dams and dykes, asset owners); asset management training and skills development built into personal development plans for key functional roles; create asset management general information portal.	0.45%

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

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