

2015 Performance Contract Payment (Based on 2014 Performance) ¹		
Hydro Employees and Hydro Leadership Team		
Position	Salary	Eligible Percent
VP, Systems Operations & Planning ⁵	\$ 195,700	20%
VP, Newfoundland & Labrador Hydro ^{2 5}	\$ 216,300	20%
Systems Operations Engineering Manager	\$ 147,800	10%
Senior Legal Counsel ⁵	\$ 147,800	10%
Manager, TRO Labrador	\$ 141,482	10%
Manager, TRO Central ⁴	\$ 147,800	10%
Manager, TRO Central (Former) ⁴	\$ 162,900	15%
Manager, Systems Integration	\$ 153,245	15%
Manager, System Operation & Integration Support	\$ 162,900	15%
Manager, Supply Chain Management & Administration	\$ 133,256	10%
Manager, Regulatory Engineering	\$ 132,000	10%
Manager, Rates & Regulation	\$ 144,200	15%
Manager, Project Execution (Regulated) ⁵	\$ 140,805	10%
Manager, Hydro Generation ⁵	\$ 139,755	10%
Manager, Generation & Rural Planning	\$ 146,280	10%
Manager, Financial Control Processes & Risk	\$ 147,800	10%
Manager, Building The Production Organization ⁵	\$ 162,900	15%
General Manager, TRO ⁵	\$ 160,695	15%
General Manager, Gas Turbines & Diesels	\$ 155,190	15%
General Manager, Finance (NL Hydro) ⁵	\$ 164,647	15%
Divisional Controller Electric Utilities ⁵	\$ 162,900	15%
Chief Operating Officer (NL Hydro) ⁵	\$ 179,190	15%
Manager, Environmental Services (Former) ^{4 5}	\$ 134,100	10%
Manager, Environmental Services ^{4 5}	\$ 140,805	10%
Manager, Exploits and Menihék Generation ^{5 6}	\$ 147,800	10%
Manager, Human Resources & Labour Relations (Former) ^{4 5 6}	\$ 162,900	15%
Manager, Human Resources & Labour Relations ^{4 5 6}	\$ 133,925	15%
Manager, Safety and Health ^{5 6}	\$ 144,708	10%
Senior Corporate Planning Analyst ^{5 6}	\$ 134,100	10%
	Total Eligible Payout⁷	\$431,530
	Total Actual Payout⁷	\$380,194

NOTES:

¹ Payments in 2015 are based on 2014 performance.

² Full Performance Contract provided separately.

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

⁴ Adjusted to reflect proration for new positions.

⁵ Members of Hydro Leadership Team.

⁶ Nalcor Energy Employee – Any payments were made by Nalcor Energy, not by Newfoundland & Labrador Hydro.

⁷ Totals do not include any payments made by Nalcor Energy to Nalcor Energy employees.

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

2014 PERFORMANCE CONTRACT - CEO REPORTS							
Line of Business/Division:		Hydro				CEO Signature:	
Department/Region:		System Operations and Planning					
Position:		VP System Operations and Planning				Incumbent Signature:	
Incumbent:		Paul Humphries					
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.562500%	Complete 2014 planned activities in explorations strategy	0.7500%	Target + complete 20% of planned 2015 activities.	0.937500%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.562500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.7500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.937500%
Total Part A:	100.00%		4.50%		6.00%		7.50%

2014 PERFORMANCE CONTRACT - CEO REPORTS							
Line of Business/Division:		Hydro				CEO Signature:	
Department/Region:		System Operations and Planning				Incumbent Signature:	
Position:		VP System Operations and Planning					
Incumbent:		Paul Humphries					
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			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	2.000%	360 FELT Leadership score >= 11.0	2.500%
Primary Goal(s)							
System Operator (SO) Model-Ottimum model/structure for SO post 2018	17.14%	Identify potential SO models	1.800%	Model chosen ready for Q2 -2015 staged phase in	2.400%	SO philosophy final including enabling legislation	3.000%
2015 Generation Decision	17.14%	Application Filed with PUB	1.800%	Application approved including approval for new generation source	2.400%	New generation on track for Q1 2015 in-service	3.000%
Financial Performance (see note)	17.14%	1% or less above 2014 budget	1.800%	2014 budget	2.400%	>= 2.5% below 2014 budget	3.000%
Secondary Goals							
Transmission Reliability Assessment	10.00%	Commission an external probabilistic type transmission reliability study	1.050%	Study complete to support anticipated PUB inquiry into system reliability post 2018	1.400%	Inquiry complete with favourable results	1.750%
RFO Structure	10.00%	Finalize Governance Structure & Identify key personnel (Key personal in place)	1.050%	Key personnel in place, plan and milestones identified Staffing requirements identified	1.400%	Staffing plan through 2018 complete	1.750%
Total Part B:	100.00%		10.50%		14.00%		17.50%

Notes:

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:		System Operations and Planning				Incumbent Signature:	
Position:		System Operations Engineering Mgr.					
Incumbent:							
Salary:		\$147,800.00				Date:	

PART A - Corporate KPI's:		30%					
<u>Performance Indicator</u>	<u>Weight</u>	<u>Threshold</u>	<u>Salary Weighted Score</u>	<u>Target</u>	<u>Salary Weighted Score</u>	<u>Opportunity</u>	<u>Salary Weighted Score</u>
		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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	Complete Threshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:		System Operations and Planning				Incumbent Signature:	
Position:		System Operations Engineering Mgr.					
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)							
Hydro's General Rate Application (GRA)	17.14%	VP Judgement	0.600%	Support Hydro's GRA process and Hearing - meeting all timelines	1.200%	VP Judgement	1.800%
System Operations - Interface Management for the Lower Churchill Project	11.43%	80% or more of active interfaces on schedule	0.400%	90% or more of active interfaces on schedule	0.800%	100% of active interfaces on schedule	1.200%
Response to indentified actions from Focus Area Reports - December/January events	8.57%	80% or more of identified actions completed	0.300%	100% of identified actions completed	0.600%	100% of identified actions completed plus actions from PUB/Government reviews	0.900%
Financial Performance (Department)	8.57%	1% or less above 2014 budget*	0.300%	2014 budget*	0.600%	>= 2.5% below 2014 budget*	0.900%
Financial Performance (Division) *see note	5.71%	1% or less above 2014 budget*	0.200%	2014 budget*	0.400%	>= 2.5% below 2014 budget*	0.600%
Secondary Goal(s)							
RACI Compliance	10.00%	75% or more RACI compliance for applicable System Operations processes	0.350%	90% or more RACI compliance for applicable System Operations processes	0.700%	100% RACI compliance for applicable System Operations processes	1.050%
All Other Workplan Objectives	10.00%	75% or more of the 2014 Departmental workplan objectives completed	0.350%	90% or more of the 2014 Departmental workplan objectives completed	0.700%	100% or more of the 2014 Departmental workplan objectives completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%

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Line of Business/Division:		NL Hydro			VP Signature:		
Department/Region:		System Operations and Planning					
Position:		System Operations Engineering Mgr.			Incumbent Signature:		
Incumbent:							
Notes:							

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Executive Management & Associate			VP Signature:			
Department/Region:	General Counsel & Corp Secretary			Incumbent Signature:			
Position:	Senior Legal Counsel			Date:			
Incumbent:							
Salary:	\$147,800.00						

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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Executive Management & Associate		VP Signature:			
Department/Region:		General Counsel & Corp Secretary		Incumbent Signature:			
Position:		Senior Legal Counsel					
Incumbent:							
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
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Total Part A:	100.00%		1.50%		3.00%		4.50%

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Executive Management & Associate			VP Signature:			
Department/Region:	General Counsel & Corp Secretary			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%	Complete <u>all</u> of the following: (i) Zero medical treatment and lost time injuries for Department <u>and</u> (ii) Departmental Safety Lead/Lag Ratio is >=75:0 <u>and</u> (iii) Personal SWOP observations >= 9.	0.350%	Complete <u>all</u> of the following: (i) Zero medical treatment and lost time injuries for Department <u>and</u> (ii) Departmental Safety Lead/Lag Ratio is >= 100:0 <u>and</u> (iii) Personal SWOP observations >=12.	0.700%	Complete <u>all</u> of the following: (i) Zero medical treatment and lost time injuries for Department <u>and</u> (ii) Departmental Safety Lead/Lag Ratio is >= 140:0 <u>and</u> (iii) Personal SWOP observations >=18.	1.050%
Safety Performance	10.00%	Complete <u>all</u> of the following: (i) Visit at least 1 Nalcor company facility/office external to Hydro Place and actively participate in and document a safety inspection, tailboard, or other similar type boots on the ground safety related activity with employees <u>and</u> (ii) Prepare Personal Safety Plan and complete 60% of the action items <u>and</u> (iii) External legal counsel that you supervise or interact with submit SWOPs/present safety moments of a combined total of >= 3.	0.350%	Complete <u>all</u> of the following: (i) Visit Nalcor facilities/offices external to Hydro Place on at least 2 occasions and on each visit actively participate in and document a safety inspection, tailboard, or other similar type boots on the ground safety related activity with employees <u>and</u> (ii) Prepare Personal Safety Plan and complete 80% of the action items <u>and</u> (iii) External legal counsel that you supervise or interact with submit SWOPs/present safety moments of a combined total of >= 6.	0.700%	Complete <u>all</u> of the following: (i) Visit Nalcor facilities/offices external to Hydro Place on at least 3 occasions and on each visit actively participate in and document a safety inspection, tailboard, or other similar type boots on the ground safety related activity with employees <u>and</u> (ii) Prepare Personal Safety Plan and complete 100% of the action items <u>and</u> (iii) External legal counsel that you supervise or interact with submit a SWOP and present safety moments of a combined total of >=10.	1.050%
FELT Leadership	8.57%	Complete <u>all</u> of the following: (i) Engage in at least 1 BeSafe interaction with employees and submit a SWOP observation <u>and</u> (ii) 360 Felt Leadership score >= 8.0.	0.300%	Complete <u>all</u> of the following: (i) Engage in at least 2 BeSafe interactions with employees and submit a SWOP observation for each <u>and</u> (ii) Complete a safety inspection of another floor in Hydro Place and submit at least one SWOP observation from the inspection <u>and</u> (iii) 360 Felt Leadership score >= 9.0.	0.600%	Complete <u>all</u> of the following: (i) Engage in at least 4 BeSafe interactions with employees and submit a SWOP observation for each <u>and</u> (ii) Complete a safety inspection of another floor in Hydro Place and submit at least 2 SWOP observations from the inspection <u>and</u> (iii) 360 Felt Leadership score >= 11.0.	0.900%
Primary Goal(s)							
Regulated Operations - GRA	17.14%	Complete <u>one</u> of the following: (i) Filing of Application seeking interim rates for 2014 and direction received on or before Dec. 31, 2014 <u>or</u> (ii) Completion of GRA that supports strong financial performance for Hydro.	0.600%	Complete <u>one</u> of the following: (i) Filing of Application seeking interim rates for 2014 and direction received on or before Oct. 31, 2014 <u>or</u> (ii) Completion of GRA and obtain approval of direction that supports strong financial performance for Hydro in 2014	1.200%	Complete <u>all</u> of the following: (i) Filing of Application seeking interim rates for 2014 and PUB order received on or before Sept. 15, 2014 granting interim rates for 2014 or interim rates included in GRA order <u>and</u> (ii) Completion of GRA and obtain direction by Oct 31, 2014 that supports strong financial performance for NL Hydro.	1.800%
Regulated Operations - Capital	17.14%	Complete <u>one</u> of the following: (i) Filing of the Capital Budget Application by Aug. 29, 2014 and completion of minimum of 75% of the first round of RFIs by Nov. 21, 2014 <u>or</u> (ii) Application to PUB for BDE-WAV TL project and cost recovery order received by Jan. 30, 2015 <u>or</u> (iii) Application to PUB for Holyrood Combustion Turbine project and cost recovery order received by Dec. 31, 2014.	0.600%	Complete <u>two</u> of the following: (i) Filing of the Capital Budget Application by August 8, 2014 and completion of minimum of 75% of the first round of RFIs by Oct. 24, 2014 <u>or</u> (ii) Application to PUB for BDE-WAV TL project and cost recovery order received by Dec. 31, 2014 <u>or</u> (iii) Application to PUB for Holyrood Combustion Turbine project and order received by Nov. 28, 2014.	1.200%	Complete <u>all</u> of the following: (i) Filing of the Capital Budget Application by Aug. 1, 2014 and completion of minimum of 75% of the first round of RFIs by Sept. 30, 2014 <u>and</u> (ii) Application to PUB for BDE-WAV TL project and cost recovery order received by Nov. 30, 2014 <u>and</u> (iii) Application to PUB for Holyrood Combustion Turbine project and cost recovery order received by Oct. 31, 2014.	1.800%

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

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

2013 PERFORMANCE CONTRACT - CEO REPORTS							
Line of Business/Division:		Regulated Operations				VP Signature:	
Department/Region:		Transmission and Rural Operations					
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%
Dept = TRO Labrador and Regulated Hydro	14.29%	DEPT AIFR<= 1.8 (Effectively <=1)	0.500%	DEPT AIFR<=.8 (Effectively <=0)	1.000%	DEPT AIFR<+.75 and TRO<-.75	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT Leadership score >= 8.0	1.000%	360 FELT Leadership score >= 11.0	1.500%
Primary Goal(s)							
Asset Management Strategy	17.14%	Per Threshold in Corporate goal document where LOB is indicated as having a role	0.600%	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	8.57%	<11.28 (TROL 5 year median)	0.300%	<=3.0.15 (From System Operations)	0.600%	<7.18 (Best in 5-Year)	0.900%
Svc Continuity Lab. SAIFI	8.57%	<7.22 (TROL 5 Year Average)	0.300%	<=5.03 (From System Operations)	0.600%	<5.01 (Best in 5-year)	0.900%
Financial Performance DEPT (excluding EFB)	11.43%	<=(101% of Budget)	0.400%	<=Budget	0.800%	<=(98.5% of Budget)	1.200%
Financial Performance All TRO (excluding EFB)	5.71%	<=(101% of Budget)	0.200%	<=Budget	0.400%	<=98.5% of Budget	0.600%
Secondary Goals							
PM Completion TROL and generation availability	10.00%	Complete of 90% of PMs and HW GT 100% availability by November 30	0.350%	Complete 90% of PMs in each major asset category and HVY CT 100% available by November 15	0.700%	Complete 98% of PMs in each major asset category and HVY GT available by Nov. 15.	1.050%
All Other Workplan Objectives	10.00%	75% or more of the workplan items have been completed	0.350%	90% or more of the workplan objectives have been completed	0.700%	100% or more of the workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%

Notes:

2013 PERFORMANCE CONTRACT - CEO REPORTS							
Line of Business/Division:	Regulated Operations	VP Signature:					
Department/Region:	Transmission and Rural Operations						
Position:	Manager, TRO Central	Incumbent Signature:					
Incumbent:							
Salary:	\$147,800.00	Date:					

PART A - Corporate KPI's:		90%					
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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
Total Part A:	100.00%		1.50%		3.00%		4.50%

2013 PERFORMANCE CONTRACT - CEO REPORTS							
Line of Business/Division:		Regulated Operations		VP Signature:			
Department/Region:		Transmission and Rural Operations		Incumbent Signature:			
Position:		Manager, TRO Central					
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%
Reg Ops of Hydro and Non Reg (Exploits/Menihek)	14.29%	AIF<=1.10	0.500%	AIF <= 0.80	1.000%	AIF<=.75	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT Leadership score >= 8.0	1.000%	360 FELT Leadership score >= 11.0	1.500%
Primary Goal(s)							
Asset Management and 2013 and 2014 Incident Review Action Plan	17.14%	Per Threshold in Hydro Plan Asset Management Strategy where TROC is indicated as having a role plus 90% of TROC Accountable 2014 Actions from 2013 and 2014 Incident Reviews	0.600%	Per Target in Hydro Plan Asset Management Strategy where TROC is indicated as having a role plus 100% of TROC Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.200%	Per Opportunity in Hydro Plan Asset Management Strategy where TROC is indicated as having a role plus 100% of TROC Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.800%
Svc Continuity C SAIDI	10.00%	<2.90 (TROC 5 year average)	0.350%	<=2.32 (From System Operations)	0.700%	<2.09 (Best in 5-Year)	1.050%
Reliability (Transmission)	10.00%	T-SAIFI Forced <0.59 (TROC 5 Year Average)	0.350%	T-SAIFI Forced <=0.53 (10% Improvement)	0.700%	T-SAIFI Forced <0.26 (System Operations Target)	1.050%
Financial Performance DEPT (excluding EFB)	11.43%	<=(101% of Budget)	0.400%	<=Budget	0.800%	<=(98.5% of Budget)	1.200%
Financial Performance All TRO (excluding EFB)	5.71%	<=(101% of Budget)	0.200%	<=Budget	0.400%	<=98.5% of Budget	0.600%
Secondary Goals							
PM Completion TROC and generation availability	11.43%	Complete of 90% of PMs and HWDs and SVL 100% available on December 1	0.400%	Complete 90% of PMs in each major asset category and HWDs and SVL 100% available on December 1	0.800%	Complete 98% of P Ms in each major asset category and HWDs and SVL 100% available on December 1	1.200%
All Other Workplan Objectives	5.71%	75% or more of the workplan items have been completed	0.200%	90% or more of the workplan objectives have been completed	0.400%	100% or more of the workplan objectives have been completed	0.600%
Total Part B:	100.00%		3.50%		7.00%		10.50%
Notes:							

2014 PERFORMANCE CONTRACT - CEO REPORTS							
Line of Business/Division:	Regulated Operations				VP Signature:		
Department/Region:	Transmission and Rural Operations				Incumbent Signature:		
Position:	Manager, TRO Central (former)				Date:		
Incumbent:							
Salary:	\$162,900.00						

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	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of environmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 million	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%

2014 PERFORMANCE CONTRACT - CEO REPORTS							
Line of Business/Division:		Regulated Operations			VP Signature:		
Department/Region:		Transmission and Rural Operations			Incumbent Signature:		
Position:		Manager, TRO Central (former)					
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			10.00%		15.00%		20.00%
Reg Ops of Hydro and Non Reg (Exploits/Menihek)	14.29%	AIF<=1.10	1.000%	AIF <= 0.80	1.500%	AIF<=.75	2.000%
FELT Leadership	14.29%	N/A	1.000%	360 FELT Leadership score >= 8.0	1.500%	360 FELT Leadership score >= 11.0	2.000%
Primary Goal(s)							
Asset Management and 2013 and 2014 Incident Review Action Plan	17.14%	Per Threshold in Hydro Plan Asset Management Strategy where TROC is indicated as having a role plus 90% of TROC Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.200%	Per Target in Hydro Plan Asset Management Strategy where TROC is indicated as having a role plus 100% of TROC Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.800%	Per Opportunity in Hydro Plan Asset Management Strategy where TROC is indicated as having a role plus 100% of TROC Accountable 2014 Actions from 2013 and 2014 Incident Reviews	2.400%
Svc Continuity C SAIDI	10.00%	<2.90 (TROC 5 year average)	0.700%	<=2.32 (From System Operations)	1.050%	<2.09 (Best in 5-Year)	1.400%
Reliability (Transmission)	10.00%	T-SAIFI Forced <0.59 (TROC 5 Year Average)	0.700%	T-SAIFI Forced <=0.53 (10% Improvement)	1.050%	T-SAIFI Forced <0.26 (System Operations Target)	1.400%
Financial Performance DEPT (excluding EFB)	11.43%	<=(101% of Budget)	0.800%	<=Budget	1.200%	<=(98.5% of Budget)	1.600%
Financial Performance All TRO (excluding EFB)	5.71%	<=(101% of Budget)	0.400%	<=Budget	0.600%	<=98.5% of Budget	0.800%
Secondary Goals							
PM Completion TROC and generation availability	11.43%	Complete of 90% of PMs and HWDs and SVL 100% available on December 1	0.800%	Complete 90% of PMs in each major asset category and HWDs and SVL 100% available on December 1	1.200%	Complete 98% of P Ms in each major asset category and HWDs and SVL 100% available on December 1	1.600%
All Other Workplan Objectives	5.71%	75% or more of the workplan items have been completed	0.400%	90% or more of the workplan objectives have been completed	0.600%	100% or more of the workplan objectives have been completed	0.800%
Total Part B:	100.00%		7.00%		10.50%		14.00%
Notes:							

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	NL Hydro					VP Signature:	
Department/Region:	System Operations and Planning					Incumbent Signature:	
Position:	Manager of Systems Integration					Date:	
Incumbent:							
Salary:	\$153,245.40						

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	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of environmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 million	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:		System Operations and Planning				Incumbent Signature:	
Position:		Manager of Systems 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 Leadership score >= 8.0	1.500%	360 FELT Leadership score >= 11.0	2.000%
Primary Goal(s)							
Transmission Reliability Assessment	17.14%	Commission an external probabilistic type transmission reliability study	1.200%	Study complete to support anticipated PUB inquiry into system reliability post 2018	1.800%	Inquiry complete with favourable results	2.400%
Prepare Dept Procedure for System Impact Studies	8.57%	Draft Procedure Prepared	0.600%	Procedure Approved for Use	0.900%	Procedure in use across Nalcor	1.200%
230 kV Transmission Line BDE-WAV	8.57%	Application Filed with PUB	0.500%	Project Approved by PUB	0.900%	Execution plan initiated with targeted in-service of Q4 2017	1.200%
Financial Performance (Dept) *See Note	11.43%	1% or less above 2014 budget*	0.800%	2014 budget*	1.200%	>= 2.5% below 2014 budget*	1.600%
Financial Performance (Division)	5.71%	1% or less above 2014 budget*	0.400%	2014 budget*	0.600%	>= 2.5% below 2014 budget*	0.800%
Secondary Goals							
RACI Compliance	11.43%	75% RACI compliance for applicable Transmission Planning Processes	0.800%	90% RACI compliance for applicable Transmission Processes	1.200%	100% RACI compliance for applicable Transmission Planning Processes	1.600%
All Other Workplan Objectives	5.71%	75% or more of the 2013 workplan items have been completed	0.400%	90% or more of the workplan objectives have been completed	0.600%	100% or more of the workplan objectives have been completed	0.800%
Total Part B:	97.14%		6.80%		10.20%		13.60%
Notes:							

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	NL Hydro			VP Signature:			
Department/Region:	System Operations and Planning			Incumbent Signature:			
Position:	Manager System Operations & Integration Support			Date:			
Incumbent:							
Salary:	\$162,900.00						

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	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of environmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 million	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:		System Operations and Planning					
Position:		Manager System Operations & Integration Support				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	1.500%	360 FELT Leadership score >= 11.0	2.000%
Primary Goal(s)							
System Operator (SO) Model-Optimum model/structure for SO post 2016	17.14%	Identify potential SO models	1.200%	Model chosen ready for Q2-2015 staged phase in	1.800%	SO philosophy final including enabling legislation	2.400%
Work protection Code Compliance	8.57%	90%	0.600%	92%	0.900%	94%	1.200%
Response to identified actions from Focus Area Reports Dec/Jan event	8.57%	>80 % of identified actions complete	0.600%	All identified Action Completed	0.900%	All actions complete plus actions from PUB/Govt review	1.200%
Financial Performance (Dept)	11.43%	1% or less above 2014 budget	0.800%	2014 budget	1.200%	>= 2.5% below 2014 budget	1.600%
Financial Performance (Division) *See Note	5.71%	1% or less above 2014 budget	0.400%	2014 budget	0.600%	>= 2.5% below 2014 budget	0.800%
Secondary Goals							
RACI Compliance	10.00%	75% RACI compliance for applicable System Operations Processes	0.700%	90% RACI compliance for applicable System Operations Processes	1.050%	100% RACI compliance for applicable System Operations Processes	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:

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Hydro				VP Signature:	
Department/Region:		Finance				Incumbent Signature:	
Position:		Manager, Supply Chain Management and Administration					
Incumbent:							
Salary:		\$133,255.53				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%		5.000%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Hydro				VP Signature:	
Department/Region:		Finance					
Position:		Manager, Supply Chain Management and Administration				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 DEPARTMENTAL 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)							
Review and implement changes of the Nalcor Energy Vendor Performance Monitoring program.	17.14%	Vendor Performance Program reviewed with recommendations made.	0.600%	Vendor Performance Program recommendations implemented	1.200%	Vendor Performance Program recommendations implemented, and a 10% performance improvement realized	1.800%
Hydro Place Work Planning Process	17.14%	Existing planning process reviewed, and recommendations complete	0.600%	Existing planning process reviewed, recommendations implemented, and 75% of objectives complete	1.200%	Existing planning process reviewed, recommendations implemented, and 95% of objectives complete	1.800%
Financial Performance	17.14%	1% or less above 2013 budget	0.600%	2013 budget	1.200%	>= 2.5% below 2013 budget	1.800%
Secondary Goals							
To promote compliance with the new provincial Green Procurement Guide	10.00%	Guide introduced to end users, and Procurement staff	0.350%	Guide introduced to end users, and Procurement staff, and to have increased HP Admin post consumer product use from 22 to 35%	0.700%	Guide introduced to end users, and Procurement staff, and to have increased HP Admin post consumer product use from 22 to 44%	1.050%
All Other Workplan Objectives	10.00%	75% or more of the 2014 workplan items have been completed	0.350%	90% or more of the workplan objectives have been completed	0.700%	100% or more of the workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%

Notes:

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

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Hydro				VP Signature:	
Department/Region:		Finance				Incumbent Signature:	
Position:		Manager, Regulatory Engineering					
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)							
Regulatory (Priority 1)	17.14%	See Attached	0.600%	See Attached	1.200%	See Attached	1.800%
Improving Capital Regulatory Interface (Priority 2)	17.14%	See Attached	0.600%	See Attached	1.200%	See Attached	1.800%
Financial Performance	17.14%	1% or less above 2014 budget	0.600%	2014 budget	1.200%	>= 2.5% below 2014 budget	1.800%
Secondary Goals							
Other Regulatory Activities (Priority 3)	10.00%	See Attached	0.350%	See Attached	0.700%	See Attached	1.050%
All Other Workplan Objectives	10.00%	75% or more of the workplan items have been completed	0.350%	90% or more of the workplan objectives have been completed	0.700%	100% or more of the workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%
Notes:							

**2014 Performance Contract
 Manager, Regulatory Engineering Attachment**

	Threshold	Target	Opportunity
Regulatory (Priority #1)	Achieve five (5) of the following: <ul style="list-style-type: none"> ▪ Support Regulatory approval of 2015 Capital Budget ▪ Support Applications for new Transmission line and gas turbine projects as necessary ▪ Provide support on additional supplemental capital applications ▪ Work to improve quality and timelines of all documents being sent to the PUB & ensure they filter through regulatory ▪ Work to Integrate outage inquiry back into the regulatory group, being prime interface ▪ Provide guidance to Operations team within Hydro relating to unforeseen capital applications and ensuring deadlines are met. ▪ Review structure of PUB Quarterly report and make changes where required. 	Achieve six (6) of the following: <ul style="list-style-type: none"> ▪ Support Regulatory approval of 2015 Capital Budget ▪ Support Applications for new Transmission line and gas turbine projects as necessary ▪ Provide support on additional supplemental capital applications ▪ Work to improve quality and timelines of all documents being sent to the PUB & ensure they filter through regulatory ▪ Work to Integrate outage inquiry back into the regulatory group, being prime interface ▪ Provide guidance to Operations team within Hydro relating to unforeseen capital applications and ensuring deadlines are met. ▪ Review structure of PUB Quarterly report and make changes where required 	Achieve all of the following: <ul style="list-style-type: none"> ▪ Support Regulatory approval of 2015 Capital Budget ▪ Support Applications for new Transmission line and gas turbine projects as necessary ▪ Provide support on additional supplemental capital applications ▪ Work to improve quality and timelines of all documents being sent to the PUB & ensure they filter through regulatory ▪ Work to Integrate outage inquiry back into the regulatory group, being prime interface ▪ Provide guidance to Operations team within Hydro relating to unforeseen capital applications and ensuring deadlines are met. ▪ Review structure of PUB Quarterly report and make changes where required
Improving Capital Regulatory Interface (Priority #2)	Achieve two (2) of the following: <ul style="list-style-type: none"> ▪ Commence plan on Process Improvement assessment of Capital Budget Regulatory ▪ Increase contact with the PUB and 	Achieve three (3) of the following: <ul style="list-style-type: none"> ▪ Commence plan on Process Improvement assessment of Capital Budget Regulatory ▪ Increase contact with the PUB and 	Achieve all of the following: <ul style="list-style-type: none"> ▪ Commence plan on Process Improvement assessment of Capital Budget Regulatory ▪ Increase contact with the PUB and

	<p>improved communication regarding capital applications. Establish yourself as key contact.</p> <ul style="list-style-type: none"> ▪ Work on setting standards for applications and evidence required and work with Hydro Operations and PETs to ensure they follow when preparing applications ▪ Work on creating more engagement and interaction between Hydro Operations, Corporate Communications, & PETs regarding regulatory matters 	<p>improved communication regarding capital applications. Establish yourself as key contact.</p> <ul style="list-style-type: none"> ▪ Work on setting standards for applications and evidence required and work with Hydro Operations and PETs to ensure they follow when preparing applications ▪ Work on creating more engagement and interaction between Hydro Operations, Corporate Communications, & PETs regarding regulatory matters 	<p>improved communication regarding capital applications. Establish yourself as key contact.</p> <ul style="list-style-type: none"> ▪ Work on setting standards for applications and evidence required and work with Hydro Operations and PETs to ensure they follow when preparing applications ▪ Work on creating more engagement and interaction between Hydro Operations, Corporate Communications, & PETs regarding regulatory matters
<p>Other Regulatory Activities (Priority #3)</p>	<p>Achieve at least two (2) of the following:</p> <ul style="list-style-type: none"> ▪ Provide regulatory support for Exploits transfer of assets ▪ Developed regulatory improvement plan and complete phase 1. ▪ Complete Assessment of Regulatory Structure/positions ▪ Involved in regulatory documentation organization project – to improve current documentation organization utilizing a technological solution 	<p>Achieve at least three (3) of the following:</p> <ul style="list-style-type: none"> ▪ Provide regulatory support for Exploits transfer of assets ▪ Develop regulatory improvement plan and complete phase 1. ▪ Complete Assessment of Regulatory Structure/positions ▪ Involved in regulatory documentation organization project – to improve current documentation organization utilizing a technological solution 	<p>Achieve all of the following:</p> <ul style="list-style-type: none"> ▪ Provide regulatory support for Exploits transfer of assets ▪ Develop regulatory improvement plan and complete phase 1. ▪ Complete Assessment of Regulatory Structure/positions ▪ Involved in regulatory documentation organization project – to improve current documentation organization utilizing a technological solution

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Hydro					VP Signature:	
Department/Region:	Finance						
Position:	Manager Rates and Regulatory					Incumbent Signature:	
Incumbent:							
Salary:	\$144,200.00					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	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of environmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 million	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	Complete Threshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Hydro				VP Signature:	
Department/Region:		Finance				Incumbent Signature:	
Position:		Manager Rates and Regulatory					
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	1.500%	360 FELT Leadership score >= 11.0 +	2.000%
Primary Goal(s)							
Rates & Regulatory Activities	17.14%	See Attached Document	1.200%	See Attached Document	1.800%	See Attached Document	2.400%
Regulatory activities related to Lower Churchill/Commercial & Other	17.14%	See Attached Document	1.200%	See Attached Document	1.800%	See Attached Document	2.400%
Financial Performance	17.14%	See Attached Document	1.200%	See Attached Document	1.800%	See Attached Document	2.400%
Secondary Goals							
Other Regulatory Activities	10.00%	See Attached Document	0.700%	See Attached Document	1.050%	See Attached Document	1.400%
All Other Workplan Objectives	10.00%	75% or more of the workplan items have been completed	0.700%	90% or more of the workplan objectives have been completed	1.050%	100% or more of the workplan objectives have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%
Notes:							

**2014 Performance Contract
 Manager, Rates and Regulatory Attachment**

	Threshold	Target	Opportunity
Rates & Regulatory Activities (Priority #1)	Achieve five (5) of the following: <ul style="list-style-type: none"> ▪ Support the decision for interim rates decision ▪ Plan, organize and support the GRA Process and rate hearing ▪ Support decision on refund of RSP Surplus ▪ Support Regulatory approval of 2015 Capital Budget ▪ Support Applications for new Transmission line and gas turbine projects as necessary ▪ Provide regulatory support for Alderon line ▪ Provide support relating to Labrador Grid & /South Coast Labrador interconnection with DNR ▪ Provide support to Outage Inquiry 	Achieve six (6) of the following: <ul style="list-style-type: none"> ▪ Support the decision for interim rates decision ▪ Plan, organize and support the GRA Process and rate hearing ▪ Support decision on refund of RSP Surplus ▪ Support Regulatory approval of 2015 Capital Budget ▪ Support Applications for new Transmission line and gas turbine projects as necessary ▪ Provide regulatory support for Alderon line ▪ Provide support relating to Labrador Grid & /South Coast Labrador interconnection with DNR ▪ Provide support to Outage Inquiry 	Achieve seven (7) of the following: <ul style="list-style-type: none"> ▪ Support the decision for interim rates decision ▪ Plan, organize and support the GRA Process and rate hearing ▪ Support decision on refund of RSP Surplus ▪ Support Regulatory approval of 2015 Capital Budget ▪ Support Applications for new Transmission line and gas turbine projects as necessary ▪ Provide regulatory support for Alderon line ▪ Provide support relating to Labrador Grid & /South Coast Labrador interconnection with DNR ▪ Provide support to Outage Inquiry
Regulatory activities related to Lower Churchill/Commercial & Other (Priority #2)	Achieve one (1) of the following: <ul style="list-style-type: none"> ▪ Commence development Plan for incorporation of MF-LIL costs into NLH rates ▪ Support finalization of Nalcor-NLH Secondary Formal Agreements ▪ Obtain necessary approvals for 2014 NLH long-term debt requirements and complete financing ▪ Provide regulatory support for Exploits transfer of assets 	Achieve two (2) of the following: <ul style="list-style-type: none"> ▪ Commence development Plan for incorporation of MF-LIL costs into NLH rates ▪ Support finalization of Nalcor-NLH Secondary Formal Agreements ▪ Obtain necessary approvals for 2014 NLH long-term debt requirements and complete financing <ul style="list-style-type: none"> ▪ Provide regulatory support for Exploits transfer of assets 	Achieve three (3) of the following: <ul style="list-style-type: none"> ▪ Commence development Plan for incorporation of MF-LIL costs into NLH rates ▪ Support finalization of Nalcor-NLH Secondary Formal Agreements ▪ Obtain necessary approvals for 2014 NLH long-term debt requirements and complete financing ▪ Provide regulatory support for Exploits transfer of assets

Other Regulatory Activities

- Achieve at least (4) of the following:
- Complete Assessment of Regulatory Structure/positions
 - Commence plan on Process Improvement assessment of Capital Budget Regulatory process
 - Provide support towards the long-term financial forecast
 - Provide support on additional supplemental capital applications
 - Provide guidance to Operations team within Hydro relating to unforeseen capital applications and ensuring deadlines are met
 - Commence Assessment of Regulatory Processes
 - Work on Improving Relationship with the PUB

- Achieve at least (5) of the following:
- Complete Assessment of Regulatory Structure/positions
 - Commence plan on Process Improvement assessment of Capital Budget Regulatory process
 - Provide support towards the long-term financial forecast
 - Provide support on additional supplemental capital applications
 - Provide guidance to Operations team within Hydro relating to unforeseen capital applications and ensuring deadlines are met
 - Commence Assessment of Regulatory Processes
 - Work on Improving Relationship with the PUB

- Achieve at least (6) of the following:
- Complete Assessment of Regulatory Structure/positions
 - Commence plan on Process Improvement assessment of Capital Budget Regulatory process
 - Provide support towards the long-term financial forecast
 - Provide support on additional supplemental capital applications
 - Provide guidance to Operations team within Hydro relating to unforeseen capital applications and ensuring deadlines are met
 - Commence Assessment of Regulatory Processes
 - Work on Improving Relationship with the PUB

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NLHydro				VP Signature:	
Department/Region:		Project Execution & Technical Services					
Position:		Manager Project Execution - Regulated				Incumbent Signature:	
Incumbent:							
Salary:		\$140,805.00				Date:	

PART A - Corporate KPI's: 30%							
<u>Performance Indicator</u>	<u>Weight</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
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NLHydro		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%
10.00%	14.29%	Personal Safety Plans developed by direct reports	0.500%	Perform 50 formal Site Safety Tours, by Division	1.000%	Perform 65 formal Site Safety Tours, by Division	1.500%
7.00%	10.00%	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%
8.00%	11.43%	N/A	0.400%	360 FELT Leadership score >= 8.0	0.800%	360 FELT Leadership score >= 11.0	1.200%
Primary Goal(s)							
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%	Complete detailed resource planning for 2014 projects	0.150%	Implement strategic partnerships with selected consulting organizations for engineering & project management services	0.300%	Complete resource planning for 2015 projects	0.450%
	4.29%	Implement agreed quality measures for 50% of all projects	0.150%	Implement agreed quality measures for 80% of all projects	0.300%	Develop Quality Management Manual	0.450%
Priority Workplan Objective #2 Complete Planned 2013 Asset Management Strategic Deliverables	3.57%	Execute self-assessment package developed and tested in 2013 to measure status and identify opportunities	0.125%	Update existing plans and support budgeting process, consider risk of failure in terms of probability and impact in prioritization	0.250%	Execute 2014 portion of the previously created Gap Closure Plan (2012)	0.375%
	3.57%	Review progress and opportunities with key stakeholder groups and identify priorities for the next 5 years	0.125%	Execute Lubric'n Prog'm self-assessment. Execute LTAP self-assessment. Execute STWPS self-assessment. Implement std. transformer test proceed. Execute RCRFA self-assessment	0.250%	Create vision with stakeholders and establish next steps	0.375%
	2.86%	Use survey package developed in 2013 to measure maturity in key areas, identify opportunities and	0.100%	Execute 2014 portion of the Basis of Design Gap Closure Plan	0.200%	Collect input from LOB's, consolidate and prepare for implementation on Intranet site	0.300%
Priority Workplan Objective #3 Technical Services Development	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%
	3.57%	Develop Tech Services Road Map for 2014	0.125%	Develop and Implement joint Project Execution and Technical Services road Map fro 2014	0.250%	Create next steps in development of 2015 PETS long term Road Map	0.375%
	3.57%	CBPs prepared for all LOBs (NLH, CF, Exploits/Menihek/Star Lake). Incomp Basis of Estimate document, prioritized and redlined	0.125%	Incorporation of WBS in the CBPs preparation for 20% of the regulated proposals	0.250%	Demonstrate earned value for projects and create Phase I implementation plan	0.375%

2014 PERFORMANCE CONTRACT - VP REPORTS

Line of Business/Division:		NLHydre					
Department/Region:		Project Execution & Technical Services			VP Signature:		
Position:		Manager Project Execution - Regulated			Incumbant Signature:		
Incumbent:							
Financial Performance	10.00%	5% or less above 2014 Divisional operating budget	0.350%	On 2014 Divisional operating budget	0.700%	>= 2.5% below 2014 Divisional operating budget	1.050%
	10.00%	Capex Expenditures, (Reg & Non Reg), +/- 12%, overall budget variance	0.350%	Capex Expenditures, (Reg & Non Reg), +/- 10%, overall budget variance	0.700%	Capex Expenditures, (Reg & Non Reg), +/- 8%, overall budget variance	1.050%
All Other Workplan Objectives	10.00%	75% or more of the VP's 2014 workplan items have been completed	0.350%	90% or more of the VP's workplan objectives have been completed	0.700%	100% or more of the VP's workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%

Notes:

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Regulated Operations					VP Signature:	
Department/Region:	Hydro Generation					Incumbent Signature:	
Position:	Manager, Hydro Generation					Date:	
Incumbent:							
Salary:	\$139,754.51						

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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.3750%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.3750%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
Total Part A:	100.00%		1.50%		3.00%		4.50%

2014 PERFORMANCE CONTRACT - VP REPORTS

Line of Business/Division:		Regulated Operations	VP Signature:				
Department/Region:		Hydro Generation	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 Gen	14.29%	DEPT AIFR<= 1.8 (Effectively <=1)	0.500%	DEPT AIFR<= 1.8 (Effectively <=0)	1.000%	DEPT AIFR<= .75 and TRO<= .75	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT Leadership score >= 8.0	1.000%	360 FELT Leadership score >= 11.0	1.500%
Primary Goal(s)							
Asset Management Strategy	17.14%	Per Threshold in Corporate Goal Document where Hydro Generation is indicated as having a role. All Incremental Actions in Integrated Action Plan from 2014 Incidents Complete	0.600%	Per Target in Corporate Goal Document where Hydro Generation is indicated as having a role. All Incremental Actions in Integrated Action Plan from 2014 Incidents Complete.	1.200%	Per Opportunity in Hydro Plan Asset Management Strategy where Dept is indicated as having a role plus 100% of Dept Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.800%
Weighted Hydro Gen Capability Factor	8.57%	90.67 (CEA Average)	0.300%	91.88 (From System Operations)	0.600%	94.02 (Best in 5 years)	0.900%
Reliability - Island Power System Contingency Reserve	8.57%	>=99.25%	0.300%	>=99.5%	0.600%	>=99.80	0.900%
Financial Performance DEPT including Star Lake less EFB	11.43%	<=(Budget +1.0%)	0.400%	<=Budget	0.800%	<=(Budget -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							
PM Completion Hydro Generation and generation availability	10.00%	Complete 90% of PMs on each generating unit and all generation of 100% availability on December 1	0.350%	Complete 95% of PMs on each generating unit and all generation 100% available on December 1	0.700%	Complete 98% of PMs on each generating unit and all generation 100% available on December 1	1.050%
All Other Workplan Objectives	10.00%	75% or more of the department workplan items have been completed	0.350%	90% or more of the workplan objectives have been completed	0.700%	100% or more of the workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%

Notes:

2014 PERFORMANCE CONTRACT - VP REPORTS

Line of Business/Division:	NL Hydro	VP Signature:	
Department/Region:	System Operations and Planning	Incumbent Signature:	
Position:	Mgr. Generation & Rural Planning	Date:	
Incumbent:			
Salary:	\$146,279.20		

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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$82.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	Complete Threshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		NL Hydro				VP Signature:	
Department/Region:		System Operations and Planning					
Position:		Mgr. Generation & Rural Planning				Incumbent Signature:	
Incumbent:							
PART B - Divisional/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)							
2015 Generation Decision	17.14%	Application Filed with PUB	0.600%	Application approved including approval for new generation source	1.200%	New generation on track for Q1 2015 in-service	1.800%
Generation Planning Post 2015	8.57%	Comprehensive Listing of issues which need to studied	0.300%	Plan and schedule for completion	0.600%	Plan being worked and results being accomplished	0.900%
Response to identified actions from Focus Area Reports Dec/Jan event	8.57%	>80 % of identified actions complete	0.300%	All identified Action Completed	0.600%	All actions complete plus actions from PUB/Govt review	0.900%
Financial Performance (Dept) *See Note	11.43%	1% or less above 2014 budget	0.400%	2014 budget	0.800%	>= 2.5% below 2014 budget	1.200%
Financial Performance (Division)	5.71%	1% or less above 2014 budget	0.200%	2014 budget	0.400%	>= 2.5% below 2014 budget	0.600%
Secondary Goals							
RACI Compliance	5.00%	75% RACI compliance for applicable Gen & Rural Planning Processes	0.175%	90% RACI compliance for applicable Gen & Rural Planning Processes	0.350%	100% RACI compliance for applicable Gen & Rural Planning Processes	0.525%
RACI Compliance	5.00%	75% RACI compliance for applicable Market Analysis Processes	0.175%	90% RACI compliance for applicable Market Analysis Processes	0.350%	100% RACI compliance for applicable Market Analysis Processes	0.525%
All Other Workplan Objectives	10.00%	75% or more of the 2013 workplan items have been completed	0.350%	90% or more of the workplan objectives have been completed	0.700%	100% or more of the workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%
Notes:							

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Hydro					VP Signature:	
Department/Region:	Finance						
Position:	Manager, Financial Control Processes & Risk					Incumbent Signature:	
Incumbent:							
Salary:	\$147,800.00					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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	Complete threshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

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

2014 PERFORMANCE CONTRACT - VP REPORTS

Line of Business/Division:	Hydro	VP Signature:	
Department/Region:	Finance	Incumbent Signature:	
Position:	Manager, Financial Control Processes & Risk		
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)							
Hydro Transition plan from Corporate	17.14%	See Attached Document	0.600%	See Attached Document	1.200%	See Attached Document	1.800%
Finance & GRA Objectives	17.14%	See Attached Document	0.600%	See Attached Document	1.200%	See Attached Document	1.800%
Financial Performance	17.14%	1% or less above 2014 budget	0.600%	2014 budget	1.200%	>= 2.5% below 2014 budget	1.800%
Secondary Goals							
Other Finance Activities	10.00%	See Attached Document	0.350%	See Attached Document	0.700%	See Attached Document	1.050%
All Other Workplan Objectives	10.00%	75% or more of the workplan items have been completed	0.350%	90% or more of the workplan objectives have been completed	0.700%	100% or more of the workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%

Notes:

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Regulated Operations				VP Signature:	
Department/Region:		Thermal Generation					
Position:		Manager, Thermal Generation (Former) Manager, Building The Production Organization (Current)				Incumbent Signature:	
Incumbent:							
Salary:		\$162,900.00				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	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of environmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 million	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	Complete Threshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Regulated Operations			VP Signature:		
Department/Region:		Thermal Generation			Incumbent Signature:		
Position:		Manager, Thermal Generation (Former) Manager, Building The Production Organization (Current)					
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			10.00%		15.00%		20.00%
Dept = Thermal Generation	14.29%	DEPT AIFR<= 1.0 (Effectively <= 1)	1.000%	DEPT AIFR<= 0.8 (Effectively <= 0)	1.500%	DEPT AIFR<= 0.80 and Dept managed On-Site Major Contractors AIFR = 0	2.000%
FELT Leadership	14.29%	N/A	1.000%	360 FELT Leadership score >= 8.0	1.500%	360 FELT Leadership score >= 11.0	2.000%
Primary Goal(s)							
Asset Management and 2013 and 2014 Incident Review Action Plan	17.14%	Per Threshold in Hydro Plan Asset Management Strategy where Dept is indicated as having a role plus 90% of Dept Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.200%	Per Target in Hydro Plan Asset Management Strategy where Dept is indicated as having a role plus 100% of Dept Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.800%	Per Opportunity in Hydro Plan Asset Management Strategy where Dept is indicated as having a role plus 100% of Dept Accountable 2014 Actions from 2013 and 2014 Incident Reviews	2.400%
Reliability - Plant Weighed Derating Adjusted Forced Outage Rate	8.57%	<=10.69 (NLH 5-year average 2008-12)	0.600%	<=8.00 (Target from System Operations)	0.900%	<=6.02 (2008-12 CEA Average)	1.200%
Reliability - island Power System Contingency Reserve	8.57%	>= Threshold as per Hydro Plan	0.600%	>= Target as per Hydro Plan	0.900%	>= Opportunity as per Hydro Plan	1.200%
Financial Performance DEPT less EFB	11.43%	<=(Budget +1.0%)	0.800%	<=Budget	1.200%	<=(Budget -1.5%)	1.600%
Financial Performance Reg Ops (Plus Exploits Operating Expenses)	5.71%	<=(Budget +1.0%)	0.400%	<=Budget	0.600%	<=(Budget -1.5%)	0.800%
Secondary Goals							
Mult-year Operating Plan to Plant Retirement	10.00%	90% of 2014 action plans completed	0.700%	100% of 2014 action plans completed	1.050%	100% of 2014 action plans completed and at least one significant item of 2014 plan has been initiated	1.400%
All Other Workplan Objectives	10.00%	75% or more of the workplan items have been completed	0.700%	90% or more of the workplan objectives have been completed	1.050%	100% or more of the workplan objectives have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%

Notes:

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Regulated Operations					VP Signature:	
Department/Region:	Transmission and Rural Operations					Incumbent Signature:	
Position:	General Manager, TRO					Date:	
Incumbent:							
Salary:	\$160,695.02						

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	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of environmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 million	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Regulated Operations				VP Signature:	
Department/Region:		Transmission and Rural Operations				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	14.29%	DEPT AIFR<= 0.95 (Effectively <= 3)	1.000%	DEPT AIFR<= 0.8 (Effectively <= 2)	1.500%	DEPT AIFR<= 0.00	2.000%
FELT Leadership	14.29%	N/A	1.000%	360 FELT Leadership score >= 8.0	1.500%	360 FELT Leadership score >= 11.0	2.000%
Primary Goal(s)							
Asset Management and 2013 and 2014 Incident Review Action Plan	17.14%	Per Threshold in Hydro Plan Asset Management Strategy where TRO is indicated as having a role plus 90% of TRO Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.200%	Per Target in Hydro Plan Asset Management Strategy where TRO is indicated as having a role plus 95% of TRO Accountable 2014 Actions from 2013 and 2014 Incident Reviews	1.800%	Per Opportunity in Hydro Plan Asset Management Strategy where TRO is indicated as having a role plus 100% of TRO Accountable 2014 Actions from 2013 and 2014 Incident Reviews	2.400%
Reliability (Transmission)	8.57%	T-SAIFI Forced<=1.83 (NLH 5-year avg)	0.600%	T-SAIFI Forced<=0.85 (prior year carried forward)	0.900%	T-SAIFI Forced<0.51 (CEA top quartile)	1.200%
Reliability (Distribution)	8.57%	SAIFI <= 4.79 (NLH 5 year average)	0.600%	SAIFI <= 3.65 (prior year carried forward)	0.900%	SAIFI <3.51 (best in 5-years)	1.200%
Financial Performance All TRO (excluding EFB)	11.43%	<=(101% of Budget)	0.800%	<=Budget	1.200%	<=(98.5% of Budget)	1.600%
Financial Performance Reg Ops (Plus Exploits Operating Expenses)	5.71%	<=(101% of Budget)	0.400%	<=Budget	0.600%	<=98.5% of Budget	0.800%
Secondary Goals							
Completion of EES Action Plan	10.00%	>90% of plan actions	0.700%	>95% of plan actions	1.050%	100% of plan actions	1.400%
All Other Workplan Objectives	10.00%	75% or more of the workplan items have been completed	0.700%	90% or more of the workplan objectives have been completed	1.050%	100% or more of the workplan objectives have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%
Notes:							

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Regulated Operations				VP Signature:	
Department/Region:		Regulated Operations					
Position:		GM, Gas Turbines and Diesel Operations				Incumbent Signature:	
Incumbent:							
Salary:		\$155,190.00				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	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of environmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 million	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Regulated Operations		VP Signature:			
Department/Region:		Regulated Operations		Incumbent Signature:			
Position:		GM, Gas Turbines and Diesel Operations					
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 Division	14.29%	AIF<=1.10 (.82)	1.000%	AIF <= .8	1.500%	AIF <= .75	2.000%
FELT Leadership	14.29%	N/A	1.000%	360 FELT Leadership score >= 8.0	1.500%	360 FELT Leadership score >= 11.0	2.000%
Primary Goal(s)							
Reliability (Forced Outages) UFOP (MW-Min)<=	14.29%	21.59%	1.000%	20.39%	1.500%	11.84%	2.000%
Maintain Generation Contingency Reserve Requirements	14.29%	99.30%	1.000%	99.50%	1.500%	99.80%	2.000%
Operation and Maintenance Plan for Winter Readiness	14.29%	Gas Turbine Facilities - Completed by December 1 and 90% of planned Critical Maintenance Completed on Major Assets	1.000%	Gas Turbine Facilities - Completed by December 1 and 95% of planned Critical Maintenance Completed on Major Assets	1.500%	Gas Turbine Facilities - Completed by December 1 and 100% (Prorated for payout) of planned Critical Maintenance Completed on Major Assets	2.000%
Capital Budget Project Completions	7.14%	88.00%	0.500%	90.00%	0.750%	100% (Prorated for payout)	1.000%
Complete Line of Business Asset Management Initiatives for GT's	14.29%	All Threshold Activities in Hydro Plan	1.000%	All Target Activities in Hydro Plan	1.500%	All Opportunity Activities in Hydro Plan	2.000%
Secondary Goals							
All Other Hydro Corporate Plan Initiatives Completion	7.14%	75% or more of the LOB's annual plan initiatives have been completed	0.500%	90% or more of the LOB's annual plan initiatives have been completed	0.750%	100% (Prorated for Payout) or more of the LOB's annual plan initiatives have been completed	1.000%
Total Part B:	100.00%		7.00%		10.50%		14.00%

Notes: Where prorated for payout is noted, the calculation is Target Payout plus Threshold Increment * (Actual-Target)/(Threshold-Target)

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Hydro				VP Signature:	
Department/Region:		Finance				Incumbent Signature:	
Position:		General Manager, Finance				Date:	
Incumbent:							
Salary:		\$164,645.59					

PART A - Corporate KPI's: 30%							
<u>Performance Indicator</u>	<u>Weight</u>	<u>Threshold</u>	<u>Salary Weighted Score</u>	<u>Target</u>	<u>Salary Weighted Score</u>	<u>Opportunity</u>	<u>Salary Weighted Score</u>
		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	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of environmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 million	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activites in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Hydro				VP Signature:	
Department/Region:		Finance					
Position:		General Manager, Finance				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	1.500%	360 FELT Leadership score >= 11.0 +	2.000%
Primary Goal(s)							
Rates & Regulatory	17.14%	See Attached	1.200%	See Attached	1.800%	See Attached	2.400%
Hydro Finance	17.14%	See Attached	1.200%	See Attached	1.800%	See Attached	2.400%
Financial Performance	17.14%	1% or less above 2014 budget	1.200%	2014 budget	1.800%	>= 2.5% below 2014 budget	2.400%
Secondary Goals							
Other Hydro Finance and Regulatory	10.00%	See Attached	0.700%	See Attached	1.050%	See Attached	1.400%
All Other Workplan Objectives	10.00%	75% or more of the workplan items have been completed	0.700%	90% or more of the workplan objectives have been completed	1.050%	100% or more of the workplan objectives have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%

Notes:

**2014 Performance Contract
General Manager, Finance Attachment**

	Threshold	Target	Opportunity
Rates & Regulatory (Priority #1)	<p>Achieve five (5) of the following:</p> <ul style="list-style-type: none"> ▪ Support the decision for interim rates decision ▪ Plan, organize and support the GRA Process and rate hearing ▪ Support decision on refund of RSP Surplus ▪ Support Regulatory approval of 2015 Capital Budget ▪ Support Applications for new Transmission line and gas turbine projects as necessary ▪ Provide regulatory support for Alderon line ▪ Obtain necessary approvals for 2014 NLH long-term debt requirements and complete financing ▪ Provide regulatory support for Exploits transfer of assets 	<p>Achieve six (6) of the following:</p> <ul style="list-style-type: none"> ▪ Support the decision for interim rates decision ▪ Plan, organize and support the GRA Process and rate hearing ▪ Support decision on refund of RSP Surplus ▪ Support Regulatory approval of 2015 Capital Budget ▪ Support Applications for new Transmission line and gas turbine projects as necessary ▪ Provide regulatory support for Alderon line ▪ Obtain necessary approvals for 2014 NLH long-term debt requirements and complete financing ▪ Provide regulatory support for Exploits transfer of assets 	<p>Achieve seven (7) of the following:</p> <ul style="list-style-type: none"> ▪ Support the decision for interim rates decision ▪ Plan, organize and support the GRA Process and rate hearing (Incomplete – all RFIs and work was done on GRA but to ensure new rates align with increased cost levels, strategic decision made to delay GRA process to have rates set based on 2015 costs rather than 2013 costs.) ▪ Support decision on refund of RSP Surplus ▪ Support Regulatory approval of 2015 Capital Budget ▪ Support Applications for new Transmission line and gas turbine projects as necessary ▪ Provide regulatory support for Alderon line ▪ Obtain necessary approvals for 2014 NLH long-term debt requirements and complete financing ▪ Provide regulatory support for Exploits transfer of assets.
Hydro Finance (Priority #2)	<p>Achieve three (3) of the following:</p> <ul style="list-style-type: none"> ▪ Complete transfer of staff and related work activities from Corporate related to Capital and GL 	<p>Achieve four (4) of the following:</p> <ul style="list-style-type: none"> ▪ Complete transfer of staff and related work activities from Corporate related to Capital and GL 	<p>Achieve five (5) of the following:</p> <ul style="list-style-type: none"> ▪ Complete transfer of staff and related work activities from Corporate related to Capital and GL

	<p>to Hydro finance team (Phase 1)</p> <ul style="list-style-type: none"> ▪ Implement a transition plan for Phase 2 of transition to Hydro from Corporate of Hydro financial services including resource plan ▪ Provide financial support relating to GRA ▪ Provide financial support relating to Exploits transfer of assets ▪ Participate and support activities related to Eastlink pole attachment deal. ▪ Commence review of financial controls and processes 	<p>to Hydro finance team (Phase 1)</p> <ul style="list-style-type: none"> ▪ Implement a transition plan for Phase 2 of transition to Hydro from Corporate of Hydro financial services including resource plan ▪ Provide financial support relating to GRA ▪ Provide financial support relating to Exploits transfer of assets ▪ Participate and support activities related to Eastlink pole attachment deal. ▪ Commence review of financial controls and processes 	<p>to Hydro finance team (Phase 1)</p> <ul style="list-style-type: none"> ▪ Implement a transition plan for Phase 2 of transition to Hydro from Corporate of Hydro financial services including resource plan ▪ Provide financial support relating to Exploits transfer of assets ▪ Participate and support activities related to Eastlink pole attachment deal. ▪ Commence review of financial controls and processes
<p>Other Hydro Finance and Regulatory Activities (Priority #3)</p>	<p>Achieve at least four (4) of the following:</p> <ul style="list-style-type: none"> ▪ Support finalization of Nalcor-NLH Secondary Formal Agreements ▪ Commence development Plan for incorporation of MF-LIL costs into NLH rates ▪ Complete Assessment of Regulatory Structure/positions ▪ Commence plan on Process Improvement assessment of Capital Budget Regulatory process ▪ Provide support towards the long-term financial forecast ▪ Provide support on additional supplemental capital applications ▪ Provide guidance to Operations team within Hydro relating to unforeseen capital applications and ensuring deadlines are met 	<p>Achieve at least five (5) of the following:</p> <ul style="list-style-type: none"> ▪ Support finalization of Nalcor-NLH Secondary Formal Agreements – Commence development Plan for incorporation of MF-LIL costs into NLH rates ▪ Complete Assessment of Regulatory Structure/positions ▪ Commence plan on Process Improvement assessment of Capital Budget Regulatory process ▪ Provide support towards the long-term financial forecast ▪ Provide support on additional supplemental capital applications ▪ Provide guidance to Operations team within Hydro relating to unforeseen capital applications and ensuring deadlines are met 	<p>Achieve at least six (6) of the following:</p> <ul style="list-style-type: none"> ▪ Support finalization of Nalcor-NLH Secondary Formal Agreements ▪ Commence development Plan for incorporation of MF-LIL costs into NLH rates ▪ Complete Assessment of Regulatory Structure/positions ▪ Commence plan on Process Improvement assessment of Capital Budget Regulatory process ▪ Provide support towards the long-term financial forecast ▪ Provide support on additional supplemental capital applications ▪ Provide guidance to Operations team within Hydro relating to unforeseen capital applications and ensuring deadlines are met

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Finance	VP Signature:					
Department/Region:	Rates and Regulatory	Incumbent Signature:					
Position:	Controller, NL Hydro	Date:					
Incumbent:							
Salary:	\$162,900.00						

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	0.500%	>= 600:1	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of environmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 million	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan.	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%

2014 PERFORMANCE CONTRACT - VP REPORTS

Line of Business/Division:		Finance	VP Signature:				
Department/Region:		Rates and Regulatory	Incumbent Signature:				
Position:		Controller, NL Hydro	Incumbent:				
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Finance		VP Signature:			
Department/Region:		Rates and Regulatory		Incumbent Signature:			
Position:		Controller, NL Hydro					
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	1.500%	360 FELT Leadership score >= 11.0 +	2.000%
Primary Goal(s)							
Priority Workplan Objective #1: Hydro Transition Plan from Corporate	17.14%	See Attachment	1.200%	See Attachment	1.800%	See Attachment	2.400%
Priority Workplan Objective #2	17.14%	See Attachment	1.200%	See Attachment	1.800%	See Attachment	2.400%
Financial Performance (see note)	17.14%	1% or less above 2014 budget	1.200%	2014 budget	1.800%	>= 2.5% below 2014 budget	2.400%
Secondary Goals							
Priority Workplan Objective #3	10.00%	See Attachment	0.700%	See Attachment	1.050%	See Attachment	1.400%
All Other Work Plan Objectives	10.00%	75% or more of the workplan items have been completed	0.700%	90% or more of the workplan objectives have been completed.	1.050%	100% or more of the workplan items have been completed.	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%

Notes:

**2014 Performance Contract
Controller, NL Hydro**

	Threshold	Target	Opportunity
Priority Item #1	<p>Achieve four (3) of the following:</p> <ul style="list-style-type: none"> ▪ Complete monthly / quarterly financial reporting ▪ Complete reporting packages for LT, Board and Audit Committee, and AGM ▪ Complete 2013 year-end financial statements and MD&A ▪ Update 2014 budget re LCP ▪ Complete 2015 budget 	<p>Achieve five (4) of the following:</p> <ul style="list-style-type: none"> ▪ Complete monthly / quarterly financial reporting ▪ Complete reporting packages for LT, Board and Audit Committee, and AGM ▪ Complete 2013 year-end financial statements and MD&A ▪ Update 2014 budget re LCP ▪ Complete 2015 budget 	<p>Achieve the following:</p> <ul style="list-style-type: none"> ▪ Complete monthly / quarterly financial reporting ▪ Complete reporting packages for LT, Board and Audit Committee, and AGM ▪ Complete 2013 year-end financial statements and MD&A ▪ Update 2014 budget re LCP ▪ Complete 2015 budget
Priority Item #	<p>Achieve two (3) of the following:</p> <ul style="list-style-type: none"> ▪ Financial reporting impacts from MF/LIL financing and commercial agreements finalized and implemented ▪ Obtain AC approval of decision on implementation of IFRS ▪ Support GRA as required ▪ Review and select Financial Reporting software ▪ Support transition of Exploits 	<p>Achieve three (4) of the following:</p> <ul style="list-style-type: none"> ▪ Financial reporting impacts from MF/LIL financing and commercial agreements finalized and implemented ▪ Obtain AC approval of decision on implementation of IFRS ▪ Support GRA as required ▪ Review and select Financial Reporting software ▪ Support transition of Exploits 	<p>Achieve the following:</p> <ul style="list-style-type: none"> ▪ Financial reporting impacts from MF/LIL financing and commercial agreements finalized and implemented ▪ Obtain AC approval of decision on implementation of IFRS ▪ Support GRA as required ▪ Review and select Financial Reporting software ▪ Support transition of Exploits
Priority Item #	<p>Achieve four (2) of the following:</p> <ul style="list-style-type: none"> ▪ Support the development of Comprehensive long-term plan for system, process improvements ▪ Support clarification of roles and responsibilities for corporate controllers dept and required changes implemented ▪ Support development of plan to improve 	<p>Achieve five (3) of the following:</p> <ul style="list-style-type: none"> ▪ Support the development of Comprehensive long-term plan for system, process improvements ▪ Support clarification of roles and responsibilities for corporate controllers dept and required changes implemented ▪ Support development of plan to improve 	<p>Achieve the following:</p> <ul style="list-style-type: none"> ▪ Support the development of Comprehensive long-term plan for system, process improvements ▪ Support clarification of roles and responsibilities for corporate controllers dept and required changes implemented ▪ Support development of plan to improve

	<p>year-end process</p> <ul style="list-style-type: none">▪ Provide support as required for Twinco arrangements▪ Support development of LCP project finance and commercial agreement compliance process	<p>year-end process</p> <ul style="list-style-type: none">▪ Provide support as required for Twinco arrangements▪ Support development of LCP project finance and commercial agreement compliance process	<p>year-end process</p> <ul style="list-style-type: none">▪ Provide support as required for Twinco arrangements▪ Support development of LCP project finance and commercial agreement compliance process
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2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Regulated Operations	VP Signature:					
Department/Region:	Hydro Operations Group	Incumbent Signature:					
Position:	COO - NLH	Date:					
Incumbent:							
Salary:	\$179,190.00						

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	0.500%	>= 600:1	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of environmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 million	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	Complete Threshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.375000%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.5625%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.750000%
Total Part A:	100.00%		3.00%		4.50%		6.00%

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Regulated Operations				VP Signature:	
Department/Region:		Hydro Operations Group					
Position:		COO - NLH				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%
Hydro Operations Group	14.29%	AIF <= .95	1.000%	AIF <= .85	1.500%	AIF <= .75	2.000%
FELT Leadership	14.29%	N/A	1.000%	360 FELT Leadership score >= 8.0	1.500%	360 FELT Leadership score >= 11.0	2.000%
Primary Goal(s)							
Asset Management Initiatives	14.29%	Per Threshold in Hydro Plan Asset Management Strategy	1.000%	Per Target in Hydro Plan Asset Management Strategy	1.500%	Per Opportunity in Hydro Plan Asset Management Strategy	2.000%
2014 Incident Review Action Plan	17.14%	90% of Hydro Operations accountable actions complete	1.200%	95% of Hydro Operations accountable actions complete	1.800%	100% of Hydro Operations accountable actions complete	2.400%
Reliability (Transmission)	8.57%	T-SAIFI Forced <= 1.83 (NLH 5 -year avg)	0.600%	T-SAIFI Forced <= 0.85 (prior year carried forward)	0.900%	T-SAIFI Forced < 0.51 (CEA top quartile)	1.200%
Reliability - Island Power System Contingency Reserve	8.57%	>= Threshold as per Hydro Plan	0.600%	>= Target as per Hydro Plan	0.900%	>= Opportunity as per Hydro Plan	1.200%
Financial Performance Reg Ops (Plus Exploits Operating Expenses)	5.71%	<= (101% of Budget)	0.400%	<= Budget	0.600%	<= 98.5% of Budget	0.800%
Secondary Goals							
Completion of EES Action Plan	7.14%	>= 90% of plan actions	0.500%	>= 95% of plan actions	0.750%	100% of plan actions	1.000%
All Other Workplan Objectives	10.00%	80% or more of the department's annual workplan items have been completed	0.700%	90% or more of the department's annual workplan objectives have been completed	1.050%	100% or more of the department's annual workplan objectives have been completed	1.400%
Total Part B:	90.00%		6.30%		9.45%		12.60%

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Nalcor				VP Signature:	
Department/Region:		HR/OE					
Position:		Manager, Environmental Services(former)				Incumbent Signature:	
Incumbent:							
Salary:		\$134,100.00				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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

2014 PERFORMANCE CONTRACT - VP REPORTS

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Nalcor		VP Signature:			
Department/Region:		HR/OE		Incumbent Signature:			
Position:		Manager, Environmental Services(former)					
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 >= 6.0 + complete >= 2 field safety tours	1.000%	360 FELT Leadership score >= 11.0 + complete = 4 field safety tours	1.500%
Primary Goal(s)							
EMS Expansion and Gap Closure	17.14%	>= 80% of elements of EMS development and gap closure plans for non-registered lines of business completed - discretion of the VP	0.600%	All planned EMS development activities for 2014 completed, including an environmental management framework for Oil & Gas and the EMS for Exploits and Meritek	1.200%	TARGET, plus all 2014 EMS/EL targets for which Environmental Services is responsible have been completed	1.800%
Environmental Assessment	17.14%	Environmental Assessment process for Proposed Western Avalon TL in the Bay du Nord Wilderness Reserve area initiated to enable construction start as scheduled + EA documentation for proposed LAL Diesel submitted to provincial government - VP discretion	0.600%	Routing options for Western Avalon TL resolved to the extent that allows for EA registration + EA for LAL diesel replacement completed.	1.200%	Routing options for Western Avalon TL resolved to allow paralleling of TL 202 and 206 and EA registration drafted + environment compliance responsibilities for LAL documented - VP discretion	1.800%
Financial Performance	17.14%	1% or less above 2014 budget and +/- 7% of forecast	0.600%	2014 budget and +/- 5% of forecast on controllable costs	1.200%	>= 2.5% below budget and +/- 3% of forecast	1.800%
Secondary Goals							
Environmental Compliance Oversight - Phase I LCP	10.00%	N/A	0.350%	ES oversight in development and approval of Environmental Effects Management Plans and EA commitments management, ensuring consistency with corporate standard.	0.700%	TARGET + review EA Commitments management plan and identify critical activities and gaps to LCP VP	1.050%
All Other Workplan Objectives	10.00%	75% or more of 2014 workplan items have been completed	0.350%	80% or more of the 2014 workplan objectives have been completed	0.700%	100% or more of the 2014 workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%
Notes:							

2014 PERFORMANCE CONTRACT - VP REPORTS

Line of Business/Division:	Nalcor	VP Signature:	
Department/Region:	HR/OE	Incumbent Signature:	
Position:	Manager, Environmental Services	Date:	
Incumbent:			
Salary:	\$140,805.00		

PART A - Corporate KPI's:

30%

<u>Performance Indicator</u>	<u>Weight</u>	<u>Threshold</u>	<u>Salary Weighted Score</u>	<u>Target</u>	<u>Salary Weighted Score</u>	<u>Opportunity</u>	<u>Salary Weighted Score</u>
		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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan.	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan.	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Nalcor				VP Signature:	
Department/Region:		HR/OE					
Position:		Manager, Environmental Services				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%	0 injuries + total observations are >= 80% of the Nalcor per capita	0.500%	0 injuries + total observations are >=100% of the Nalcor per capita	1.000%	0 injuries + total observations are >=120% of the Nalcor per capita	1.500%
FELT Leadership	14.29%	N/A	0.500%	360 FELT Leadership score >= 8.0 + complete >= 2 field safety tours	1.000%	360 FELT Leadership score >= 11.0 + complete = 4 field safety tours	1.500%
Primary Goal(s)							
EMS Expansion and Gap Closure	17.14%	>= 80% of elements of EMS development and gap closure plans for non-registered lines of business completed - discretion of the VP	0.600%	All planned EMS development activities for 2014 completed, including an environmental management framework for Oil & Gas and the EMS for Exploits and Manihik	1.200%	TARGET, plus all 2014 EMS/EL targets for which Environmental Services is responsible have been completed	1.800%
Environmental Assessment	17.14%	Environmental Assessment process for Proposed Western Avalon TL in the Bay du Nord Wilderness Reserve area initiated to enable construction start as scheduled + EA documentation for proposed LAL Diesel submitted to provincial government - VP discretion	0.600%	Routing options for Western Avalon TL resolved to the extent that allows for EA registration + EA for LAL diesel replacement completed.	1.200%	Routing options for Western Avalon TL resolved to allow paralleling of TL 202 and 206 and EA registration drafted + environment compliance responsibilities for LAL documented - VP discretion	1.800%
Financial Performance	17.14%	1% or less above 2014 budget and +/- 7% of forecast	0.600%	2014 budget and +/- 5% of forecast on controllable costs	1.200%	>= 2.5% below budget and +/- 3% of forecast	1.800%
Secondary Goals							
Environmental Compliance Oversight - Phase I LCP	10.00%	N/A	0.350%	ES oversight in development and approval of Environmental Effects Management Plans and EA commitments management, ensuring consistency with corporate standard.	0.700%	TARGET + review EA Commitments management plan and identify critical activities and gaps to LCP VP	1.050%
All Other Workplan Objectives	10.00%	75% or more of 2014 workplan items have been completed	0.350%	90% or more of the 2014 workplan objectives have been completed	0.700%	100% or more of the 2014 workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%
Notes:							

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:	Regulated Operations			VP Signature:			
Department/Region:	Exploits and Menihok			Incumbent Signature:			
Position:	Mgr. Exploits and Menihok			Date:			
Incumbent:							
Salary:	\$147,800.00						

PART A - Corporate KPI's:		30%					
<u>Performance Indicator</u>	<u>Weight</u>	<u>Threshold</u>	<u>Salary Weighted Score</u>	<u>Target</u>	<u>Salary Weighted Score</u>	<u>Opportunity</u>	<u>Salary Weighted Score</u>
		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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.187500%	Complete 2014 planned activities in explorations strategy	0.37500%	Target + complete 20% of planned 2015 activities.	0.562500%
Lower Churchill Project	12.50%	MRF/LIL (Phase 1) Complete 90% of planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.187500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and schedule Project forecast final cost and schedule on track	0.37500%	MRF/LIL (Phase 1) Complete planned 2014 scope within approved cost and by November 30, 2014. Project forecast final cost and schedule on track	0.562500%
Total Part A:	100.00%		1.50%		3.00%		4.50%

2014 PERFORMANCE CONTRACT - VP REPORTS

Line of Business/Division:	Nalcor	VP Signature:	
Department/Region:	HR&OE	Incumbent Signature:	
Position:	Manager, Human Resources & Labour Relations (former)	Date:	
Incumbent:			
Salary:	\$162,900.00		

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	0.6000%	>= 600:1	0.9000%	>= 750:1	1.2000%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.450000%	>= 95% of environmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.900000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.6000%	Net income >= \$108.4 million	0.9000%	Net income >= \$124.8 million	1.2000%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.30000%	Complete 2014 phase of project execution excellence implementation plan	0.4500%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.60000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.30000%	Complete 2014 phase of asset management plan	0.4500%	Target + 2014 opportunity activities in asset management plan.	0.60000%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Nalcor				VP Signature	
Department/Region:		HROE					
Position:		Manager, Human Resources & Labour Relations (former)				Incumbent Signature:	
Incumbent:							
PART B - Divisional/Departmental Targets:		70%					
Performance Indicator		Threshold		Target		Opportunity	
		Performance Level	Salary 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	17.14%	Achieve a 2014 EES response rate of >= 70%; develop a corporate EES action plan; and >= 90% of 2014 EES actions have been completed	1.200%	Achieve a 2014 EES response rate of >= 80%; develop a corporate EES action plan; >= 95% of 2014 EES actions have been completed.	1.800%	Achieve a 2014 EES response rate of >= 85%; develop a corporate EES action plan; 100% of 2014 EES actions have been completed.	2.400%
Collective Bargaining	17.14%	Substantive progress has been made in relation to TARGET - discretion of the VP	1.200%	Renegotiate new Collective Bargaining Agreements with IBEW 2351 AND IBEW 1615 before year-end 2014 - discretion of the VP	1.800%	Renegotiate new Collective Bargaining Agreements for both Locals before October 31, 2014.	2.400%
Financial Performance	17.14%	1% or less above 2013 budget and +/- 7% of forecast	1.200%	2013 budget and +/- 5% of forecast on controllable costs within 2022 and 3018 combined	1.800%	>= 2.5% below budget and +/- 3% of forecast	2.400%
Secondary Goals							
Diversity & Inclusion	10.00%	Achieve a cumulative participation of 40% of Nalcor's employees in the Diversity Awareness Workshop	0.700%	Achieve a cumulative participation of 60% of Nalcor's employees in the Diversity Awareness Workshop, and finalize and pilot a Skills Building Workshop	1.050%	Target + Deliver Skills Building Workshop to 20% of Nalcor's employees	1.400%
All Other Workplan Objectives	10.00%	>= 75% of Priority 1 & 2 workplan items completed	0.700%	>= 90% of Priority 1 & 2 workplan items have been completed	1.050%	100% of Priority 1 & 2 workplan items have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%

Notes:

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Nalcor				VP Signature:	
Department/Region:		HROE					
Position:		Manager, Human Resources & Labour Relations				Incumbent Signature:	
Incumbent:							
Salary:		\$133,925.00				Date:	

PART A - Corporate KPI's: 30%

Performance Indicator	Weight	Threshold		Target		Opportunity	
		Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score	Performance Level	Salary Weighted Score
Goal 1: Safety	20.00%		10.00%		15.00%		20.00%
Lead/Lag ratio		>= 550:1	0.500%	>= 600:1	0.900%	>= 750:1	1.200%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.45000%	>= 95% of environmental leadership targets completed	0.675%	>= 97% of environmental leadership targets completed	0.90000%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.600%	Net income >= \$108.4 million	0.900%	Net income >= \$124.8 million	1.200%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.3000%	Complete 2014 phase of project execution excellence implementation plan	0.450%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.6000%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.3000%	Complete 2014 phase of asset management plan	0.450%	Target + 2014 opportunity activities in asset management plan.	0.6000%
Oil & Gas Exploration Strategy	12.50%	Complete 80% of planned 2014 activities in exploration strategy	0.375000%	Complete 2014 planned activities in explorations strategy	0.5625%	Target + complete 20% of planned 2015 activities.	0.750000%

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Nalcor		VP Signature:			
Department/Region:		HROE		Incumbent Signature:			
Position:		Manager, Human Resources & 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	17.14%	Achieve a 2014 EES response rate of >= 70%; develop a corporate EES action plan; and >= 90% of 2014 EES actions have been completed	1.200%	Achieve a 2014 EES response rate of >= 80%; develop a corporate EES action plan; >= 95% of 2014 EES actions have been completed.	1.800%	Achieve a 2014 EES response rate of >= 85%; develop a corporate EES action plan; 100% of 2014 EES actions have been completed.	2.400%
Collective Bargaining	17.14%	Substantive progress has been made in relation to TARGET - discretion of the VP	1.200%	Renegotiate new Collective Bargaining Agreements with IBEW 2351 AND IBEW 1615 before year-end 2014 - discretion of the VP	1.800%	Renegotiate new Collective Bargaining Agreements for both Locals before October 31, 2014.	2.400%
Financial Performance	17.14%	1% or less above 2013 budget and +/- 7% of forecast	1.200%	2013 budget and +/- 5% of forecast on controllable costs within 2022 and 3016 combined	1.800%	>= 2.5% below budget and +/- 3% of forecast	2.400%
Secondary Goals							
Diversity & Inclusion	10.00%	Achieve a cumulative participation of 40% of Nalcor's employees in the Diversity Awareness Workshop	0.700%	Achieve a cumulative participation of 60% of Nalcor's employees in the Diversity Awareness Workshop, and finalize and pilot a Skills Building Workshop	1.050%	Target + Deliver Skills Building Workshop to 20% of Nalcor's employees	1.400%
All Other Workplan Objectives	10.00%	>= 75% of Priority 1 & 2 workplan items completed	0.700%	>= 90% of Priority 1 & 2 workplan items have been completed	1.050%	100% of Priority 1 & 2 workplan items have been completed	1.400%
Total Part B:	100.00%		7.00%		10.50%		14.00%

Notes:

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		HROE				VP Signature:	
Department/Region:		Safety and Health					
Position:		Manager, Safety and Health				Incumbent Signature:	
Incumbent:							
Salary:		\$144,708.20				Date:	

PART A - Corporate KPI's:		30%					
<u>Performance Indicator</u>	<u>Weight</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
Goal 1: Safety	20.00%		5.00%		10.00%		15.00%
Lead/Lag ratio		>= 550:1	0.300%	>= 600:1	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

2014 PERFORMANCE CONTRACT - VP REPORTS

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		HROE		VP Signature:			
Department/Region:		Safety and Health		Incumbent Signature:			
Position:		Manager, Safety and Health					
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 + complete >= 2 field safety tours	1.000%	360 FELT Leadership score >= 11.0 +	1.500%
Primary Goal(s)							
Grounding and Bonding	17.14%	Complete at least one compliance assessment of Lines Operations in CF or TRO + substantial progress on a corporate standard and training program for plants and stations - discretion of VP	0.600%	THRESHOLD + Complete corporate standard and training program for plants and stations	1.200%	TARGET + Complete 2 compliance assessments in each of Lines Operations - CF and TRO	1.800%
Alcohol and Drug Program	17.14%	An Alcohol and Drug policy and related supervisory training program have been developed and approved by the Nalcor LT	0.600%	An Alcohol and Drug policy has been implemented and supervisory training has been completed at CF.	1.200%	TARGET + supervisory training has been completed in at least one of the regions/departments within NL Hydro.	1.800%
Financial Performance	17.14%	1% or less above 2014 budget and +/- 7% of forecast	0.600%	2014 budget and +/- 5% of forecast on controllable costs	1.200%	>= 2.5% below budget and +/- 3% of forecast	1.800%
Secondary Goals							
OHSAS 18001	10.00%	Complete a corporate program audit at CF to assess compliance with corporate standards and the Safety & Health Program.	0.350%	Complete SMS Manual and associated top level Corporate Standards	0.700%	Conduct "readiness" assessment and generate gap analysis report	1.050%
All Other Workplan Objectives	10.00%	75% or more of the 2014 workplan items have been completed	0.350%	90% or more of the workplan objectives have been completed	0.700%	100% or more of the workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%

Notes:

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Strategic Planning and Business Development				VP Signature:	
Department/Region:							
Position:		Senior Corporate Planning Analyst				Incumbent Signature:	
Incumbent:							
Salary:		\$134,100.00				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	0.600%	>= 750:1	0.900%
Goal 2: Environment	15.00%						
Environmental Leadership Targets		>= 92% of environmental leadership targets completed	0.22500%	>= 95% of environmental leadership targets completed	0.450%	>= 97% of environmental leadership targets completed	0.67500%
Goal 3: Business Excellence							
Financial Performance	20.00%	Net income >= \$92.4 million	0.300%	Net income >= \$108.4 million	0.600%	Net income >= \$124.8 million	0.900%
Project Execution	10.00%	CompleteThreshold portion of 2014 phase of project execution excellence implementation plan.	0.1500%	Complete 2014 phase of project execution excellence implementation plan	0.300%	Complete opportunity activities in 2014 phase of project execution excellence implementation plan	0.4500%
Asset Management	10.00%	Complete 2014 threshold planned activities of asset management plan	0.1500%	Complete 2014 phase of asset management plan	0.300%	Target + 2014 opportunity activities in asset management plan.	0.4500%

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

2014 PERFORMANCE CONTRACT - VP REPORTS							
Line of Business/Division:		Strategic Planning and Business Development			VP Signature:		
Department/Region:							
Position:		Senior Corporate Planning Analyst			Incumbent Signature:		
Incumbent:							
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 + complete >= 2 field safety tours	1.000%	360 FELT Leadership score >= 11.0 +	1.500%
Primary Goal(s)							
Priority Workplan Objective #1	17.14%	Provide support/direction for Nalcor planning process (including plan development, communications and performance monitoring). Draft plan completed by March for Board of Directors review)	0.600%	Provide support/direction for Nalcor planning process (including plan development, communications and performance monitoring). Draft plan completed by January for Board of Directors review)	1.200%	Provide support/direction for Nalcor planning process (including plan development, communications and performance monitoring). Draft plan completed by November for Board of Directors review)	1.800%
Priority Workplan Objective #2	17.14%	Transparency and Accountability: 2013 Annual Performance Report: meet legislated timelines	0.600%	Transparency and Accountability: Provide draft Annual Performance Report to DNR by mid-May and meet legislated timelines	1.200%	Transparency and Accountability: Provide draft Annual Performance Report to DNR by end of April and meet legislated timelines	1.800%
Priority Workplan Objective #3	17.14%	Transparency and Accountability: 2014-2016 Strategic Plan: meet legislated timelines	0.600%	Transparency and Accountability: 2014-2016 Strategic Plan: to DNR by mid February and meet legislated timelines	1.200%	Transparency and Accountability: 2014-2016 Strategic Plan: to DNR by mid January and meet legislated timelines	1.800%
Secondary Goals							
Priority Workplan Objective #3	10.00%		0.350%	Work on the January 2014 Outage Inquiry	0.700%		1.050%
All Other Workplan Objectives	10.00%	75% or more of 2014 workplan items have been completed	0.350%	90% or more of the 2014 workplan objectives have been completed	0.700%	100% or more of the 2014 workplan objectives have been completed	1.050%
Total Part B:	100.00%		3.50%		7.00%		10.50%
Notes:							