

2014 PERFORMANCE CONTRACT - CEO REPORTS												
Line of Business/Division:	NL Hydro		CEO Signature:									
Department/Region:	Regulated Operations		Incumbent Signature:									
Position:	Vice President											
Incumbent:	Rob Henderson											
PART B - Divisional/Departmental Targets:	70%											
Performance Indicator		Threshold	Salary Weighted Score	Payment	Target	Salary Weighted Score	Payment	Opportunity	Salary Weighted Score	Payment	Comments	Amount
		Performance Level			Performance Level			Performance Level				
Safety			15.00%			20.00%			25.00%			
Reg Ops of Hydro and Non Reg (Exploits/Menhek)	14.29%	AIF<=1.10	1.500%		AIF <= 0.80	2.000%		AIF<=.75	2.500%	\$5,407.50		\$5,407.50
FELT Leadership	14.29%	N/A	1.500%		360 FELT Leadership score >= 8.0	2.000%		360 FELT Leadership score >= 11.0	2.500%	\$5,407.50		\$5,407.50
Primary Goal(s)												
GRA Leadership	7.14%	Threshold: as per Hydro Plan	0.750%	\$1,622.25	Target as Per Hydro Plan	1.000%		Opportunity as per Hydro Plan	1.250%			\$1,622.25
Reliability (Forced Outages) DPUI (MW-Min)<=	7.14%	17,600 MW-min	0.750%		16,000 MW-min	1.000%		14,000 MW-min	1.250%			\$0.00
Maintain Generation Contingency Reserve Requirements	7.14%	99.30%	0.750%		99.50%	1.000%		99.80%	1.250%			\$0.00
Financial Perf. Hydro C&M Budget (excl. EFB)	7.14%	<= 101% of Budget	0.750%		<=100% of Budget	1.000%		<= 98.5% of Budget	1.250%			\$0.00
Operation and Maintenance Plan for Winter Readiness	7.14%	Generations Facilities, Transformers, Breakers and 230 kV Transmission Line Planned Outages Completed by December 1 and 90% of planned Critical Maintenance Completed on Major Assets	0.750%		Generations Facilities, Transformers, Breakers and 230 kV Transmission Line Planned Outages Completed by December 1 and 95% of planned Critical Maintenance Completed on Major Assets	1.000%	\$2,163.00	Generations Facilities, Transformers, Breakers and 230 kV Transmission Line Planned Outages Completed by December 1 and 100% of planned Critical Maintenance Completed on Major Assets	1.250%		CEO Judgement required: 230 kV line TL232 completed on December 2. 230 kV line TL203 outages during December. (non-critical used opportunity) New breaker in Holyrood on unit 2 not in service until December 7. OPD new transformer not in service until December 13. 100% of critical maintenance done by year end.	\$2,163.00
Capital Budget Project Completions	7.14%	88%	0.750%	\$1,622.25	90%	1.000%		100%	1.250%			\$1,622.25
Muskrat Operations Readiness	7.14%	Operations Readiness Organization plan established with lead position recruitment initiated	0.750%		Operations Readiness Organization plan established with lead positions in place	1.000%	\$2,163.00	Operations Readiness Organization plan established, lead positions in place and draft operational readiness plan prepared.	1.250%			\$2,163.00
Complete Line of Business Asset Management Initiatives	7.14%	All Threshold Activities in Hydro Plan	0.750%		All Target Activities in Hydro Plan	1.000%	\$2,163.00	All Opportunity Activities in Hydro Plan	1.250%			\$2,163.00
Secondary Goals												
Environmental Management System Targets Completed	7.14%	92%	0.750%		95%	1.000%	\$2,163.00	100%	1.250%			\$2,163.00
All Other Hydro Corporate Plan Initiatives Completion	7.14%	75% or more of the LOB's annual plan initiatives have been completed	0.750%		90% or more of the LOB's annual plan initiatives have been completed	1.000%	\$2,163.00	100% or more of the LOB's annual plan initiatives have been completed	1.250%			\$2,163.00
Total Part B:	100.00%		10.50%	\$3,294.50		14.00%	\$10,815.00		17.50%	\$10,815.00	Total Part B:	\$24,874.50
Total Part A:	100.00%										Total Part A:	\$14,519.14
											Contract Total:	\$39,393.64

Notes: