

2015 Performance Contracts (based on 2014 Performance) ¹				
Asset Management Indicators ²				
Position	Part A (Company)		Part B (Department)	
	Target Percent	Percent Paid	Target Percent	Percent Paid
Chief Operating Officer (NL Hydro)	0.45%	0.45%	3.30%	3.30%
Divisional Controller Electric Utilities	0.45%	0.45%	N/A	N/A
General Manager, Finance (NL Hydro)	0.45%	0.45%	N/A	N/A
General Manager, Gas Turbines & Diesels	0.45%	0.45%	5.25%	3.75%
General Manager, TRO	0.45%	0.45%	1.80%	1.80%
Manager, Building the Production Organization	0.45%	0.45%	1.80%	1.80%
Manager, Financial Control Processes & Risk	0.30%	0.30%	N/A	N/A
Manager, Generation & Rural Planning	0.30%	0.30%	N/A	N/A
Manager, Hydro Generation	0.30%	0.30%	1.90%	1.90%
Manager, Project Execution (Regulated)	0.30%	0.30%	0.70%	0.70%
Manager, Rates & Regulation	0.45%	0.45%	N/A	N/A
Manager, Regulatory Engineering	0.30%	0.30%	N/A	N/A
Manager, Supply Chain Management & Administration	0.30%	0.30%	N/A	N/A
Manager, System Operation & Integration Support	0.45%	0.45%	N/A	N/A
Manager, Systems Integration	0.45%	0.45%	N/A	N/A
Manager, TRO Central ³	0.30%	0.30%	2.00%	2.40%
Manager, TRO Central (Former) ³	0.45%	0.45%	3.00%	3.40%
Manager, TRO Labrador	0.30%	0.30%	1.90%	2.25%
Senior Legal Counsel	0.30%	0.30%	N/A	N/A
Systems Operations Engineering Manager	0.30%	0.30%	N/A	N/A
VP, Newfoundland & Labrador Hydro	0.60%	0.60%	4.00%	2.75%
VP, Systems Operations & Planning	0.60%	0.60%	N/A	N/A

NOTES:

¹ Payments in 2015 are based on 2014 performance.

² Asset Management is measured in both the corporate and divisional portions of performance contracts. These aspects are noted in Part A and Part B respectively.

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