

## 2007 Performance Management

**Review Period:** 01/01/2007 to 12/31/2007

General Information		
<b>Employee Information</b>		
Last Name	First Name	Middle
[REDACTED]	[REDACTED]	[REDACTED]
<b>Manager, Engrg/Env</b>		<b>00001027</b>
Title		..
<b>Manager Information</b>		
Name		Title
[REDACTED]		<b>Director, Engrg/Env</b>

Section I - Objectives		
<b>Weighting of Objectives: 70%</b>		
<p><b><i>Keeping in mind that your goals should be a component of your department or business unit's goals, list in order of importance the main duties, tasks, projects or goals for the appraisal period. As in the past, each employee is required to have a safety goal.</i></b></p>		
Section I - Objectives: 1 of 5		
Objective Name	Weight	5%
1. Health and Safety		
<p><b>Description</b>                  Successful health and safety goals will be achieved by delivering the following:</p>		
<p><b>Measurement</b></p> <p>Achieve zero lost time accidents, recordable incidents and at fault vehicle accidents.</p> <p>Attend 4 safety meetings per year including one in the field.</p> <p>Comply with company's PPE requirements.</p> <p>Promptly report hazardous conditions, incidents and/or near misses.</p> <p>Successfully complete company's online</p>		

course PL 045 Corporate Office Safety.  
 Participate in all emergency response drills.  
 Stretch goals include: attend health fair;  
 participate in CPR class and obtain  
 certificate; participate in floor safety by  
 becoming floor warden, first responder,  
 safety chair or secretary.

**Section I - Objectives: 2 of 5**

Objective Name	Weight	20%
2. Quality Capital Project Design & Delivery		

**Description**

Successful quality capital project design & Delivery goals will be achieved by delivering the following:

**Measurement**

**Scoping:** For PM managed projects, deliver detailed scope and design package goal date within 40 working days of ER approval notification from gatekeeper. If ER approval doesn't include functional online with all project requirements then clock does not start.

**Schedule:** For PM managed projects, deliver detailed design schedule with interim goal dates for one line, schematics, civil package, relay settings, communication package, transmission package, metering package, and full substation design package. Design package will be issued fully checked and per agreed to goal date 95% of the time. Schedules should be achievable and allow time for full design review and agreed to by all disciplines prior to issuing to PM.

**Design Quality:** For all internally designed projects, a complete independent check of the design will be performed for all discipline packages, relay settings and the full design package. This goal will be met at least 95% of the time. Once in construction, design issues requiring re-design will be limited to less than 10% of projects.

For externally designed projects, the procedures and processes established and posted on the shared drive will be followed for managing external engineering consultants. This includes scoping, estimating engineering hours, negotiations, work release, design reviews, invoice reviews, spreadsheet updates, etc.

2007 Performance Management

Construction Support: Provide construction sequence documentation (if required) and field support for all assigned project as requested and in a timely manner.

Order materials and equipment per project scope and schedule. Ensure PO is issued and meets requested delivery dates.

As-builts: Provide review of construction redlines in a timely manner to meet goal of turning as-builts around in 60 working days for all assigned PM managed projects.

**Section 1 - Objectives: 3 of 5**

Objective Name	Weight	20%
3. Project Engineer Duties		

**Description**

Successful project engineer duties goals will be achieved by delivering the following:

**Measurement**

Ensure clear, detailed scope, schedule and estimated engineering hours are developed and communicated to the entire project team at the beginning of the project for 100% of assigned projects. Deliver to PM for inclusion in the project plan. Review project plan in a timely manner. PM will obtain approval from project owner via project plan prior to design starting. PE should issue a copy of the project plan to all design team members to initiate detail design starting.

Status and schedule updates: Provide schedule updates to the PM monthly and status updates weekly.

Prepare and submit DCN for any changes to design package goal date at least 2 weeks prior to existing design goal date.

Follow approved project scope and submit request for PCN to PM for any scope changes. Do not proceed with scope change until PCN is approved.

Track interim design goal dates and approve any changes with design team. Update spreadsheet if interim dates change.

Verify design packages are complete and include all discipline drawings and other required information. Verify drawing distribution lists are complete and correct.

Verify all required design reviews have been

completed and approvals obtained for all internally designed projects.

Complete all required reporting prior to the first of each month. This includes but is not limited to the following: Resource plans, project tracking spreadsheet, consultant performance spreadsheet, efficiency spreadsheet, substation and transmission data spreadsheet, etc.

Timely completion of all project closeout requirements including final inspection, calculation documentation/storage, SAP form delivery, etc.

**Section I - Objectives: 4 of 5**

Objective Name	Weight	10%
4. Standards and Training		

**Description**

Successful standards and training goals will be achieved by delivering the following:

**Measurement**

Assist in the development or modification of standards as assigned. Meet agreed upon schedule.

Provide feedback to Standards engineer when errors or possible improvements are identified. Submit green sheets as required.

Adhere to current design standards. If standard does not exist, get permission from manager to develop a new standard for use on current project and then submit for approval of spec advisory committee.

Submit ideas for improving standard designs and processes.

Share lessons learned with the rest of the design team via lessons learned database.

**Section I - Objectives: 5 of 5**

Objective Name	Weight	10%
5. Duties of Lead/Senior Engineer		

**Description**

Successful duties of lead/senior engineer goals will be achieved by delivering the

following:

**Measurement**

Provide performance review for direct reports per epass schedule

Provide status/issues report to substation manager on a weekly basis

Provide quality, timely and consistent design support to Planners and Asset Managers for project development and property acquisitions as requested.

Provide constructive feedback and recognition to direct reports on a regular basis. Hold 1:1 at a minimum of once a month with direct reports.

Provide mentoring to direct reports and others as requested.

Provide suggestions and feedback to manager concerning department improvements to efficiency, productivity and quality.

Provide technical support and final design reviews.

Assist the manager in developing individual training plans for direct reports and assist in delivering training as requested.

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**Review Period:** 01/01/2007 to 12/31/2007

General Information		
<b>Employee Information</b>		
[REDACTED]	[REDACTED]	[REDACTED]
Last Name	First Name	Middle
<b>Supervisor, Dispatch</b>		
[REDACTED]		00001027
Title	..	..
<b>Manager Information</b>		
[REDACTED]		Director, D&T
Name	Title	

### Section I - Objectives

**Weighting of Objectives: 70%**

***Keeping in mind that your goals should be a component of your department or business unit's goals, list in order of importance the main duties, tasks, projects or goals for the appraisal period. As in the past, each employee is required to have a safety goal.***

#### Section I - Objectives: 1 of 0

<b>Objective Name</b>	<b>Weight</b>	<b>25%</b>
Operate System Reliably - Customer/Stakeholder		

**Description**

Grid Operator will have the responsibility and authority to operate the system in a safe and reliable manner.

Contribute to the Grid Operations Business Unit to minimize the financial impact to T&D, while maintaining reliability and safety criteria.

In concert with grid operators, Outage Coordination and Operations Planning, develop and approve outage requests that minimize the financial impact to wheeling revenue, while maintaining reliability and safety criteria. Perform AGC backup as Procedure PCC-057 dictates.

Work with Grid Operations Staff to improve

system performance and comply with NERC/WECC/NWPP operating and reliability standards.

Operate the transmission system in a safe and reliable manner

Maximize efficiency and effectiveness of Grid Operations and Transmission Scheduling process and procedures to reduce scheduling errors and improve system reliability.

Work closely with Region Dispatch to minimize both scheduled and emergency line outages that reduce energy path transfer limits. Maintain or increase existing system transfer on major paths. Monitor and adhere to system voltage requirements. Make notification to Transmission Marketing and other affected entities.

Maintain and improve communication with internal and external customers. This will include timely and proper notification during emergency conditions to transmission, Field Operations, Construction and Asset Management staff as required.

- Zero RMS violations, attributed to Grid Operations
- Meet Control Performance Standards - CPS1 & CPS2
- Meet DCS requirements
- Meet OTC/USF requirements
- Meet Operating Reserve requirements
- 100% of Grid Operators and Staff NERC Certified,

meeting

the WECC Continuing Education requirement (10 hours every 2 years) and the NERC Continuing Education requirement of 140 hours for Balancing & Interchange or Transmission Operator, 160 hours for Balancing & Interchange and 200 hours for the Reliability Operator

- Zero Operating Errors
- Zero Switching Errors, while switching at plants
- Zero Switching Errors, while switching reactive resources
- Zero Switching Errors, while switching non-PAC facilities (DG&T)
- Zero Switching Errors for all other required switching

Measurement

5: Exceptional: Demonstrates mastery of all key behaviors. Exceeds all expectations and is recognized for consistently delivering significant behavioral contributions.

4+: Highly Effective: Consistently demonstrates all key behaviors. Exceeds all expectations and is recognized for delivering additional behavioral contributions.

4: Highly Effective: Consistently demonstrates all key behaviors. Meets all and exceeds most expectations and is recognized for delivering some additional behavioral contributions.

3+: Fully Effective: Consistently demonstrates all key behaviors. Meets all and exceeds some expectations and delivers expected behavioral contributions.

3: Effective: Demonstrates all key behaviors. Meets all expectations and makes appropriate behavioral contributions.

2: Needs Improvement: Demonstrates some key behaviors inconsistently. Meets some expectations but requires improved level of behavioral contributions.

1: Unsatisfactory: Rarely demonstrates key behaviors. Does not meet expectations and must significantly improve behavioral contributions.

U: No Rating: Unclassified/Unable to judge.

## 2007 Performance Management

**Review Period:** 01/01/2007 to 12/31/2007

General Information		
<b>Employee Information</b>		
[REDACTED]	[REDACTED]	
Last Name	First Name	Middle
<b>Manager, Engrg/Env      00001027</b>		
Title	..	..
<b>Manager Information</b>		
[REDACTED]	<b>Director, Engrg/Env</b>	
Name	Title	

Section I - Objectives
<b>Weighting of Objectives: 70%</b>

***Keeping in mind that your goals should be a component of your department or business unit's goals, list in order of importance the main duties, tasks, projects or goals for the appraisal period. As in the past, each employee is required to have a safety goal.***

Section I - Objectives: 1 of 5		
Objective Name	Weight	20%
Management of the Transmission Design Group		
<p><b>Description</b></p> <p>Successful delivery of the Management of the Transmission design group goals will be achieved by delivering the following:</p>		
<p><b>Measurement</b></p> <p>a. Deliver net OMAG budget.                      b. Complete 75% of training objectives listed in IDP by December 31, 2007.                      c. Use the transmission engineering recognition program to identify exceptional work.                      d. Deliver transmission engineering reports as required by the engineering director.                      e. Adhere to the Performance management process by setting objectives and delivering year end reviews per the ePASS schedule.</p>		

- f. Attend weekly staff meetings and monthly Engineering Management monthly staff meetings.
- g. Hold at least monthly staff meetings with Transmission group.
- h. Coordinate bi-monthly performance review meetings with each direct report.

The goal of this objective met if items a, c, d, e, f, g, and h are complete.

**Section I - Objectives: 2 of 5**

Objective Name	Weight	20%
Capital Project Delivery		

**Description**

Successful delivery of Capital Project department goals will be achieved by delivering the following:

**Measurement**

- a. Deliver all plans & profiles, work scopes, RCMS estimates, material requisitions, construction packages, and line rating studies per the agreed to project schedules and goal dates.
- b. Review all DCN's submitted by the Transmission group.
- c. Maintain an accurate record of assigned projects and the status of each project.
- d. Deliver updated line rating forms for appropriate projects.
- e. Deliver a full detailed check for project designs.
- f. Develop process and division of responsibility between the transmission engineers and project sponsors.
- g. Deliver 90% of detailed scope and design schedule for all PM managed projects in 40 days of ER approval notification. Verify ER's contain a one line drawing and equipment ratings.
- h. Projects requiring re-design once in construction should be less than 10% for internally design projects.
- i. Develop a project checklist for transmission engineering projects.

This objective's goal is met if item a is met 95% of the time, b is met 100% of the time, c is met 90% of the time, and items d, f, g, and i are completed.

**Section I - Objectives: 3 of 5**

Objective Name	Weight	10%
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Resource Planning Goals

**Description**

Successful delivery of the Resource Planning goals will be achieved by delivering the following:

**Measurement**

- a. Deliver and maintain a Transmission engineer resource plan for all work assigned to the transmission department. This will also include meetings with PM's and other departments.
- b. Deliver hiring plan by posting, interviewing and selecting FTE's. Evaluate contractor needs and hire when necessary to support capital plan.

The goal of this objective is met if items a, and b are completed.

**Section I - Objectives: 4 of 5**

Objective Name	Weight	15%
Quality Improvement		

**Description**

Successful delivery of the quality improvement goals will be achieved by delivering the following:

**Measurement**

- a. Internally review 95% of major transmission design packages.
- b. Implement a design checklist for each engineered project
- c. Review design and construction packages when required.
- d. Improve customer service by improving responsiveness to both internal and external customers.
- e. Follow through on work quality complaints from outside departments.
- f. Participate in meetings with Operations focusing on design and construction issues.

**Section I - Objectives: 5 of 5**

Objective Name	Weight	5%
SAFETY		

**Description**

Successful delivery of Safety department goals will be achieved by delivering the following:

**Measurement**

- a. Zero lost time accidents.
- b. Zero preventable vehicle accidents.
- c. Attend four safety meetings, one in field operations.
- d. Zero violations of PPE (personal protective equipment) safety equipment.

**2007 Performance Management**

**Review Period:** 01/01/2007 to 12/31/2007

General Information		
<b>Employee Information</b>		
██████████	██████████	█
Last Name	First Name	Middle
<b>Analyst, Rgltry - Ld/Sr</b>	<b>00000803</b>	
Title	..	..
<b>Manager Information</b>		
██████████	<b>Manager, Net Power Costs</b>	
Name	Title	

**Section I - Objectives**  
**Weighting of Objectives: 70%**

*Keeping in mind that your goals should be a component of your department or business unit's goals, list in order of importance the main duties, tasks, projects or goals for the appraisal period. As in the past, each employee is required to have a safety goal.*

Section I - Objectives: 1 of 5		
Objective Name	Weight	10%
Compliance		
Description		
Conduct business in conformance with appropriate compliance rules, policies and guidelines.		
Measurement		
This will be demonstrated by no violations (except in the case where the activity has been approved by management and OGC) of: Standards of Conduct governing interaction between Merchant and Transmission functions; Codes of Conduct governing interaction between affiliates; FERC Market Behavior Rules regarding collusion and market manipulation; PacifiCorp Business Code of Conduct standards;		

Respond to data requests to show compliance within timelines stated.

**Section I - Objectives: 2 of 5**

Objective Name	Weight	10%
Health & Safety		

**Description**

Employee Involvement  
 Perform personal safety and health responsibilities according to applicable Office Health & Safety Manual.  
 Attend and participate in quarterly safety meetings. Make-up for any missed absences.  
 Participate in emergency response drills.  
 Promptly report hazardous conditions, incidents and/or near misses.  
 Attend health fairs and/or safety meeting.

**Measurement**

Maintain and submit copies to supervisor of required documentation or discussion of activities.  
 Record actions taken and log in appropriate manner, Safety Meeting attendance, training records, etc.  
 Attendance at health fair or wellness event

**Section I - Objectives: 3 of 5**

Objective Name	Weight	25%
Scheduling		

**Description**

Operating plan is completed in an hourly format for preschedule. All open transactions are correctly pathed, scheduled and tagged by scheduler. Counterparties are contacted to obtain path information. Relevant path information is organized and communicated to other counterparties. Path data is recorded in appropriate electronic form. Path data is used to schedule transaction within hourly operational database.

**Measurement**

Process is verified by completion of RMT Associations and balancing with control areas.

**Section I - Objectives: 4 of 5**

<b>Objective Name</b>	<b>Weight</b>	<b>15%</b>
E-TAG		

**Description**

Etags are produced based on gathered path data. Etags from counterparties are acted on appropriately by timelines set forth by management. WECC and NERC guidelines for tagging deadlines are used to establish the minimum in performance criteria.

**Measurement**

Tags Pacificorp are responsible to initiate will be created by 2 PM on the appropriate scheduling day or earlier as required by the control areas involved. Tags created by other parties will be acted on within 120 minutes of receipt in the E-Tagging systems. All tags received will be associated with KWH schedules no later than 2:30 PM.

**Section I - Objectives: 5 of 5**

<b>Objective Name</b>	<b>Weight</b>	<b>10%</b>
KWH Maintenance		

**Description**

Maintenance of the KWH hourly accounting system, includes account creation, calculation creation and modification, changes to functionality and perspective.

**Measurement**

All requested accounts are created timely and correctly. Changes to the database functionality are made seamlessly to the users.

**2007 Performance Management**

**Review Period:** 01/01/2007 to 12/31/2007

General Information		
<b>Employee Information</b>		
██████████	██████████	█
Last Name	First Name	Middle
<b>Engineer - Ld/Sr</b>	<b>00000759</b>	,
Title	..	..
<b>Manager Information</b>		
██████████	<b>Manager, Transport</b>	
Name	Title	

**Section I - Objectives**

**Weighting of Objectives: 70%**

***Keeping in mind that your goals should be a component of your department or business unit's goals, list in order of importance the main duties, tasks, projects or goals for the appraisal period. As in the past, each employee is required to have a safety goal.***

Section I - Objectives: 1 of 6		
Objective Name	Weight	15%
Specification Compliance and Quality Control o of New Vehicles.		
Description		
1) Verify specification compliance for each new vehicle delivered to PacifiCorp during pre-paint and pre-delivery inspections. 2) Current year updates installed and all systems functioning properly. Specifications updated. 3) For 07' vehicles try to keep up-fitting to minimum to help reduce costs of current year production. During pre-paint inspections, in-service training and daily discussions with vendors watch for better and less expensive ways of building vehicles.		
Measurement		
1) No more than two items per 10 vehicles		

- not in compliance that reach the field when vehicles are put into service.
- 2) No more than 5 items found per vehicle at pre-delivery inspections that need to be corrected prior to field delivery.
- 3) Reduce the cost of each type of vehicle by 3% for 08' production.
- 4) Attend 100% of specification approval group meetings.

**Section I - Objectives: 2 of 6**

<b>Objective Name</b>	<b>Weight</b>	<b>15%</b>
Customer satisfaction with new vehicles and in information gathering.		

**Description**

- 1) Visit with as many field personnel/locations as possible to gather information on vehicle functionality, operation and safety.
- 2) Inform customers as to why the vehicles are built the way they are and how the designs are affected by the Capital Budget.
- 3) Look for inovative solutions to existing or potential problems.
- 4) Reduce number of Customer Satisfaction Surveys returned with negative results.

**Measurement**

- 1) Percentage of sights receiving new HD vehicles visited during in-service training, 80-100% to meet goal.
- 2) Increase survey satisfaction by .5 points.

**Section I - Objectives: 3 of 6**

<b>Objective Name</b>	<b>Weight</b>	<b>15%</b>
Safety		

**Description**

- 1) To maintain a safe working environment for me and co-workers.
- 2) Improve Safety features for future vehicle designs.
- 3) Stress Safety issues/features of vehicle during in-service training.
- 4) Note Safety concerns of operators and Managers during training sessions.

**Measurement**

- 1) Attend required Safety Meetings within our Department.
- 2) Add one safety improvement to vehicle design for future builds.
- 3) Attend 90% of in-service training sessions. (Permitting budget allowance.)

**Section I - Objectives: 4 of 6**

<b>Objective Name</b>	<b>Weight</b>	<b>10%</b>
Improve percent of on-time deliveries to field field.		

**Description**  
Meet 85% of published delivery dates within 10-day window. 85% would not include unforeseen delays due to licensing issues, late vendor deliveries, breakdowns etc.

**Measurement**  
Percentage above or below 85% of on time deliveries under normal circumstances.

**Section I - Objectives: 5 of 6**

<b>Objective Name</b>	<b>Weight</b>	<b>5%</b>
Increase policy and procedural knowledge		

**Description**  
Become more familiar with MidAmerican policies and Transport internal operating policies.

**Measurement**  
Number of policies read and understood.  
Zero documented violations.

**Section I - Objectives: 6 of 6**

<b>Objective Name</b>	<b>Weight</b>	<b>10%</b>
Special Projects		

**Description**  
1) Rental Equipment management  
2) Overhaul management

3) Unforeseen projects or research given to me for completion during the year

**Measurement**

- 1) 95% rentals handled in a timely manor, located, moved to the field and returned efficiently.
- 2) 95% overhauls scheduled, completed and returned to operation with a minimum of interruption to the customer.
- 3) 100% of special projects or research given to me for completion during the year.
  - a) Project Completed b) Percent of project completed

## 2007 Performance Management

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General Information		
<b>Employee Information</b>		
[REDACTED]	[REDACTED]	[REDACTED]
Last Name	First Name	Middle
<b>Analyst, Fin/Actng - Ld/Sr 0000803</b>		
Title	..	..
<b>Manager Information</b>		
[REDACTED]	<b>Director, Admn Svcs</b>	
Name	Title	

Section I - Objectives
<b>Weighting of Objectives: 70%</b>

***Keeping in mind that your goals should be a component of your department or business unit's goals, list in order of importance the main duties, tasks, projects or goals for the appraisal period. As in the past, each employee is required to have a safety goal.***

Section I - Objectives: 1 of 4		
Objective Name	Weight	10%
1. Safety and Employee commitment (10%)		
<b>Description</b>		
1. Safety and Employee commitment (10%)		
<input type="checkbox"/> Recordable incident rate of less than 2.07 (2 or less recordables).		
<input type="checkbox"/> Implement and complete the Naughton Plant safety action plan. The safety action plan will support Generation initiatives.		
<input type="checkbox"/> Near miss reporting will increase by 10% over CY06 in our respective areas (office, warehouse). Each exempt employee will report at least 1 near miss.		
<input type="checkbox"/> Will attend Human Performance (when offered). Human performance fundamentals will be implemented at the Naughton Plant.		
<input type="checkbox"/> Housekeeping:		
<input type="checkbox"/> All exempts will complete weekly inspections and update the plans for their area weekly. These plans will include 1		

thing each week that they can do to improve their area. The plans will be updated on the shared drive. Day shift crews will spend approximately 3 hours per week cleaning and rotating crews will spend approximately 2 hours per shift cleaning. Management will walk their assigned area down weekly and review findings with the area supervisors.

Each superintendent will determine the level of wash down appropriate for their and then develop a plan to commit to it.

Naughton Plant will develop and implement a painting scheme including color code and paint specification. The plant will develop a plan for painting and train the painting crew.

Naughton Plan will develop a list of items to make the plant look less old, and allocate \$50,000 based on priorities to do the following: repair siding, repair and replace some walls around the mill bays, repair doors and windows, replace ceiling tiles, replace floor tiles and carpet, repair boiler lagging.

Naughton plant will locate and label areas to hang ladders, brooms, shovels and will also locate and label storage cabinets.

#### Measurement

1. Safety and Employee commitment (10%)

Recordable incident rate of less than 2.07 (2 or less recordables).

Implement and complete the Naughton Plant safety action plan. The safety action plan will support Generation initiatives.

Near miss reporting will increase by 10% over CY06 in our respective areas (office, warehouse). Each exempt employee will report at least 1 near miss.

Will attend Human Performance (when offered). Human performance fundamentals will be implemented at the Naughton Plant.

Housekeeping:

All exempts will complete weekly inspections and update the plans for their area weekly. These plans will include 1 thing each week that they can do to improve their area. The plans will be updated on the shared drive. Day shift crews will spend approximately 3 hours per week cleaning and rotating crews will spend approximately 2 hours per shift cleaning. Management will walk their assigned area down weekly and review findings with the area supervisors.

Each superintendent will determine the level of wash down appropriate for their and then develop a plan to commit to it.

Naughton Plant will develop and implement a painting scheme including color code and paint specification. The plant will develop a plan for painting and train the painting crew.

Naughton Plan will develop a list of items to make the plant look less old,

and allocate \$50,000 based on priorities to do the following: repair siding, repair and replace some walls around the mill bays, repair doors and windows, replace ceiling tiles, replace floor tiles and carpet, repair boiler lagging.

Naughton plant will locate and label areas to hang ladders, brooms, shovels and will also locate and label storage cabinets.

**Section 1 - Objectives: 2 of 4**

Objective Name	Weight	5%
2. Customer Satisfaction (5%)		

**Description**

2. Customer Satisfaction (5%)  
 Chair United Way Campaign Committee at Naughton for CY2007.  
 Collaborate with newly hired United Way Director in supporting needs of South Lincoln County Allocations committee, potential United Way Affiliate agencies, and current United Way industry/business partners by May 30, 2007.  
 Support Naughton Plant efforts to work with other community businesses and organizations with the goal of increasing participation in United Way.  
 Provide local leadership from Naughton and continue communications with United Way Director to support fall campaign season with industry/business partners. Culminate with Naughton plant campaign conducted in October or November 2007 and windup of campaign paperwork in December.

**Measurement**

2. Customer Satisfaction (5%)  
 Chair United Way Campaign Committee at Naughton for CY2007.  
 Collaborate with newly hired United Way Director in supporting needs of South Lincoln County Allocations committee, potential United Way Affiliate agencies, and current United Way industry/business partners by May 30, 2007.  
 Support Naughton Plant efforts to work with other community businesses and organizations with the goal of increasing participation in United Way.  
 Provide local leadership from Naughton and continue communications with United Way Director to support fall campaign season with industry/business partners. Culminate with Naughton plant campaign conducted in October or November 2007 and windup of campaign paperwork in December.

**Section I - Objectives: 3 of 4**

<b>Objective Name</b>	<b>Weight</b>	<b>25%</b>
3. Financial Performance (25%)		

**Description**

3. Financial Performance (25%)
- Assist Naughton Plant in operating within budgeted O&M expenditures. Create and compile monthly financial reports. When compiling monthly O&M reports and analysis, review actuals and forecast items. Contact superintendents, engineers, supervisors, etc. when analysis of costs seems out of norm. Simplify methods for handling workorders and accruals for Thermal West.
  - Assist Naughton Plant in operating within budgeted Capital expenditures, adjusted for projects authorized by Mark Mansfield. Train and implement the SAP Investment Module Capital Tool per Generation's implementation schedule as assigned by Admin. Services Director. Provide monthly reports and analysis for Capital. Timely techo of capital projects, corrections, and (JVs) to keep project costs low.
  - Complete budget cycle in the timeframes provided and as assigned. Provide budget reduction proposals and communicate as necessary. Perform most of workforce budget this next year. Complete more of the budget tabs.
  - Develop ad hoc reporting as requested and needed, such as the outstanding purchase order list that was developed and is sent to Planning Manager on a large vendor and SAP downloads with Excel manipulations for capital project analysis.

**Measurement**

3. Financial Performance (25%)
- Assist Naughton Plant in operating within budgeted O&M expenditures. Create and compile monthly financial reports. When compiling monthly O&M reports and analysis, review actuals and forecast items. Contact superintendents, engineers, supervisors, etc. when analysis of costs seems out of norm. Simplify methods for handling workorders and accruals for Thermal West.
  - Assist Naughton Plant in operating within budgeted Capital expenditures, adjusted for projects authorized by Mark Mansfield. Train and implement the SAP Investment Module Capital Tool per Generation's implementation schedule as assigned by Admin. Services Director. Provide monthly reports and analysis for Capital. Timely techo of capital projects, corrections, and (JVs) to keep project costs

- low.
- Complete budget cycle in the timeframes provided and as assigned. Provide budget reduction proposals and communicate as necessary. Perform most of workforce budget this next year. Complete more of the budget tabs.
- Develop ad hoc reporting as requested and needed, such as the outstanding purchase order list that was developed and is sent to Planning Manager on a large vendor and SAP downloads with Excel manipulations for capital project analysis.

**Section I - Objectives: 4 of 4**

Objective Name	Weight	30%
4. Operational Performance (30%)		

**Description**

- Assist the Unit 1 and U3 Overhaul to come in on budget and on schedule by creating timely reports tracking the overhaul costs with the Overhaul Tracking Tool. Request timely forecast updates from superintendents, overhaul project managers, etc. Discuss cost implications, questions, etc. with Contract Administrator, project managers, planners, and superintendents. Track overhaul capital projects.
- Complete U1 and U3 overhaul financial analysis using Overhaul Tracking Tool. Create underlying structure for U1 and U3 overhaul tracking tool versions, adjust tool structure as needed during overhaul, adjust forecasts as communicated by staff, engineers, and project/process owners, run tool reporting at frequency needed during overhauls, and communicate overhaul financial status. Project analysis needs will end approximately end of June and November as overhaul costs finish hitting books.
- Complete monthly accruals according to corporate monthly timeline. Conduct monthly review and accuracy of active service purchase order list. Coordinate the accuracy and upkeep of the Active Service PO list to the Contract Specialist after the U1 Overhaul by August 31, 2007. Train Administrative Services Director and Contract Administrator as backups on monthly service order accrual process by August 31, 2007.
- Continue to support and train engineers on Capital Forecasting and SAP project reporting supports as needed. Continue to upgrade reporting formats and efficiencies in conjunction with Investment Module Capital Tool rollout. Train entire engineer group on SAP project systems reporting by January 31, 2007. Train new engineers on capital forecast tool by January 31, 2007. Train engineers how to

build 2nd level WBS structures in SAP and how to TECHO their capital projects by September 30, 2007.

Support Engineering Manager in building and managing the 10 Year Capital Plan and current year Capital Plan. Process ERs and ER information entered in SAP and Excel capital summary reports. Assist with forecast adjustment and entry in current year and 10 year capital plan in Capital Forecast Tool. Download and create monthly and ad hoc reports for current year plan and 10 year plan capital projects.

Support CAPEX analysis needs communicated by corporate in timelines provided, by creating summarization reports and analysis of project costs and forecasts as requested.

Provide PC software training and support to plant personnel as requests and needs are presented. Keep tracking log.

Work with Administrative Services Director to develop schedule for training clerks, exempt on Word, Excel, etc. by February 28, 2007.

#### Measurement

Assist the Unit 1 and U3 Overhaul to come in on budget and on schedule by creating timely reports tracking the overhaul costs with the Overhaul Tracking Tool. Request timely forecast updates from superintendents, overhaul project managers, etc. Discuss cost implications, questions, etc. with Contract Administrator, project managers, planners, and superintendents. Track overhaul capital projects.

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