

ERCOT KEY PERFORMANCE INDICATOR MATRIX

December 2006

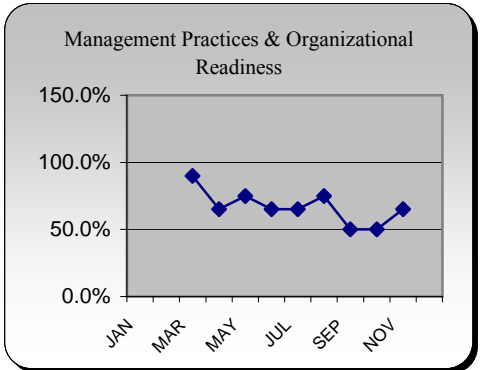
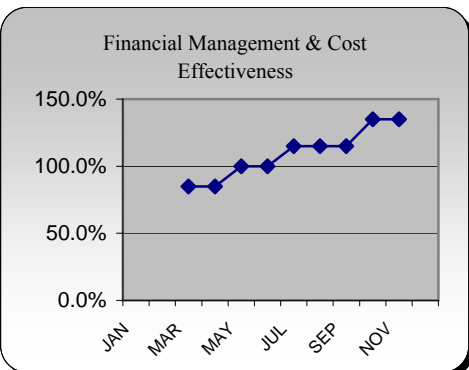
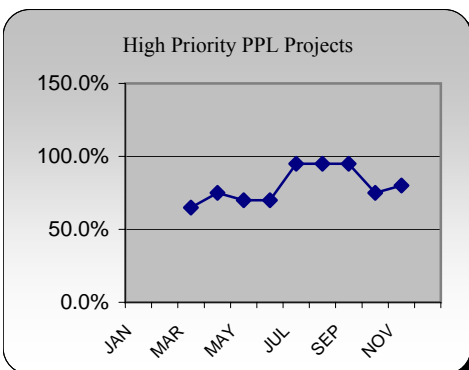
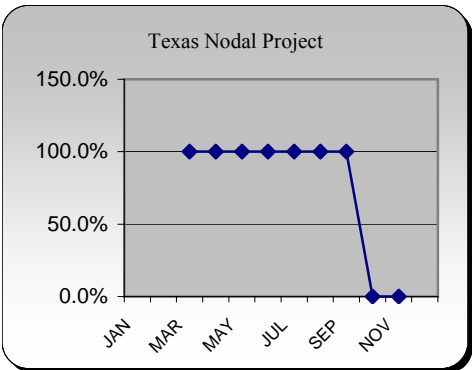
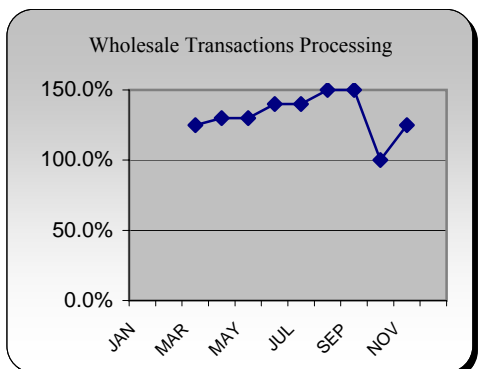
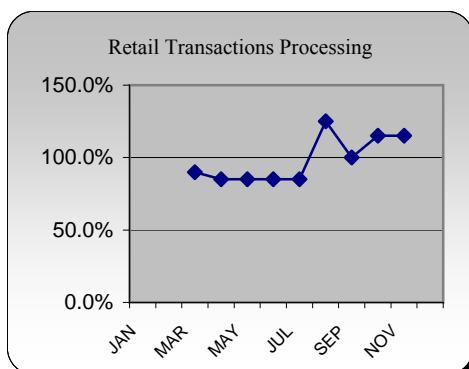
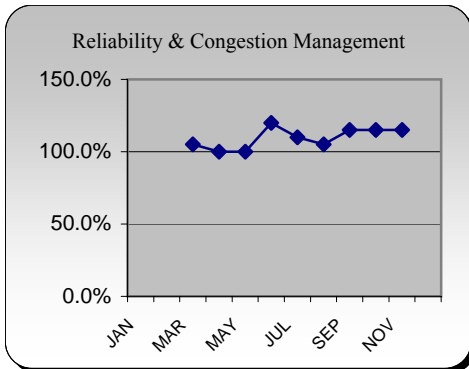
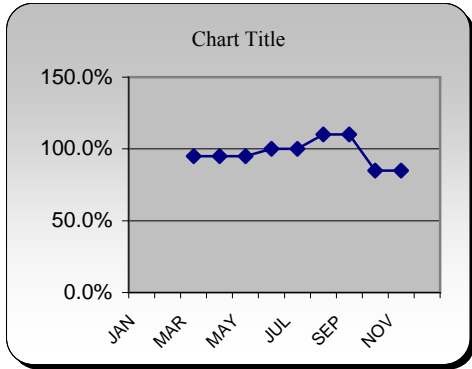
	KPIs	CURRENT MONTH PERFORMANCE	PRIOR MONTH PERFORMANCE	TREND	STATUS / ACTION PLAN
1	Compliance with ERCOT Protocols, and NERC Standards and Requirements	3	3	↔	No violations in December Compliance Audit final report found 98% compliance with procedures.
2	Retail Transaction Processing	1	3	↓	Outages related to implementation of Tibco / RBP (Retail Business Process) resulted in performance decline.
3	Wholesale Transaction Processing	3	3	↔	8816/8817 statements posted on time. 472/494 invoices posted on time.
4	Ability to deliver Nodal project by date required	1	1	↔	Overall Nodal project is rated below minimum.
5	Delivery of approved projects from PPL	1	1	↔	On Time is at 72%, On Budget is at 91%.
6	Actual financial performance vs. budget	3	3	↔	Latest 2006 forecast was within approved budget level.
7	Required filings completed by deadline	2	2	↔	PUC filings were on target.
8	Maintain headcount at authorized levels	3	3	↔	Improvement in hiring resulted in net staff increase.
9	Clean audit opinions	2	2	↔	SAS 70 audit had a qualified opinion.

Legend: 1 = Below Target; 2 = On Target; 3 = Above Target

ERCOT - MONTHLY EXECUTIVE DASHBOARD REPORT

Performance Trend Chart of Corporate Goals

December 2006



Performance Score as % of Target; Score: 150% - Meets Stretch; 100% - Meets Target; 0% - Meets Minimum or Unsatisfactory;

Corporate Goal Information

Goal #	Goal Description	Goal Definition
1	Reliability and Congestion Management	How well ERCOT manages the performance of the electric grid in terms of loss of service, Complying with Standards & Protocols, Transmission planning, and Compliance with Energy Policy Act of 2005
2	Retail Transaction Processing	Retail systems performance levels, ERCOT initiated switch transactions, and ERCOT initiated MIMO transactions
3	Wholesale Transaction Processing	Wholesale
4	Texas Nodal Project	Progress on Texas Nodal Project
5	High Priority Projects from PPL	Progress on High priority projects from Project Priority List (PPL)
6	Financial Management and Cost Effectiveness	Cost control and improvement in productivity, Obtain unqualified audit opinion, Obtain fully Meets rating for key internal controls.
7	Management Practices & Organizational Readiness	Key employee retention, Management training, Succession planning, Restructured compensation program



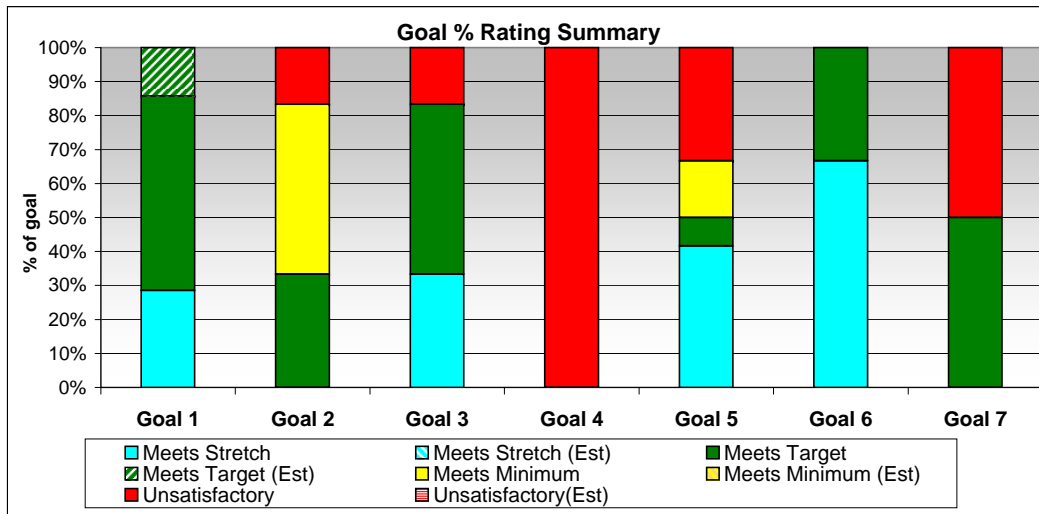
ERCOT - MONTHLY EXECUTIVE DASHBOARD REPORT

Summary of Key Corporate Goals

December 2006

Major Objective	Corporate Goal Descriptions	Executive Summary
I. Operate with Excellence	1. Reliability and Congestion Management	<ul style="list-style-type: none"> ● Goal 2 - RED/YELLOW rating - Two retail service disruptions were reported to the Public Utility Commission in September. One was for 4 hrs and the other for 13.8 hrs. Outages related to implementation of Tibco / RBP (Retail Business Process). ● Goal 3 - RED rating - Qualified opinion for SAS 70 audit. ● Goal 4 - RED rating - Texas Nodal Project Percentage of project milestones that are met on time and delivered below minimum (4.1). ● Goal 5 - RED/YELLOW rating - High Priority Projects from PPL - Milestones On Time and Phases On Budget below minimum (Key Goals 5.2 & 5.3). ● Goal 7 - RED rating - Succession Planning and Leadership Goals not expected to be met. (Key Goals 7.3 & 7.4).
I. Operate with Excellence	2. Retail Transaction Processing	
I. Operate with Excellence	3. Wholesale Transaction Processing	
II. Improve Reliability & Market Performance	4. Texas Nodal Project	
II. Improve Reliability & Market Performance	5. High Priority Projects from PPL	
III. Deliver Value	6. Financial Management and Cost Effectiveness	
IV. Attract, Develop and Motivate Top Talent	7. Management Practices and Organization Readiness	

Performance Level % by Goal *



Corporate Performance Summary by Goal

Corporate Goal	Weighting %	Actual Goal Score	Weighted Score
Reliability and Congestion Management	20.0%	2.3	0.5
Retail Transaction Processing	15.0%	1.8	0.3
Wholesale Transaction Processing	15.0%	2.0	0.3
Texas Nodal Project	15.0%	-	-
High Priority Projects from PPL	15.0%	1.6	0.2
Financial Management & Cost Effectiveness	10.0%	2.7	0.3
Management Practices & Organizational Readiness	10.0%	1.0	0.1
Average Goal Score	100.0%		1.6

* Striped Colors Represent ESTIMATED Year End Measurement Levels

Goal Performance Level Descriptions and Dashboard Ratings

Score 3		BLUE - Performance Meets Stretch or Better. The critical path milestones for a goal element exceeds expectations and are on track to meet or exceed the stretch goal.	Score 1		YELLOW - Performance Meets Minimum to Target. One or more critical path milestones in a goal element are behind schedule and may have a negative impact. Risks and problems have been identified, but not yet mitigated.
Score 2		GREEN - Performance Meets Target to Stretch. All critical path milestones for a goal element are on track, on schedule, or within budget. Any Risks or problems have been mitigated or are in the process of being mitigated.	Score 0		RED - Performance is below Minimum or Unsatisfactory. The Goal element is delayed and at risk of not meeting schedule or budget. A goal element does not get out of RED status until all problems and risks are resolved by the manager to restore the element to a satisfactory status.



ERCOT - MONTHLY EXECUTIVE DASHBOARD REPORT

Reliability and Congestion Management Goal (1)

December 2006

Corporate Goal Information				Goal Performance Analysis *						
<p>Major Objective: I. Operate with Excellence</p> <p>Goal Description: 1. Reliability and Congestion Management</p> <p>Goal Definition: Evaluation of how well ERCOT manages the performance of the electric grid in terms of loss of service, complying with Standards, Protocols, and other key objectives.</p> <p>Measurements: # Exceptions, % of reports completed, Percentage compliance, and recommendations not completed</p> <p>Accountability: Jones</p> <p>Performance Indicator Levels:</p> <ul style="list-style-type: none"> ● Performance Meets Stretch or Better ● Performance Meets Target to Stretch ● Performance Meets Minimum to Target ● Performance is Below Minimum or Unsatisfactory <p>SB7 Responsibility:</p> <ul style="list-style-type: none"> R Reliability O Open Access C Retail Choice Information A Accurate Accounting 	<p>Summary % of Performance Achievement Levels</p> <p style="text-align: center; font-size: small;">* Striped Colors Represent Estimated Year End Measurement Levels</p>									
Compliance Objectives and Performance Levels										
Key Goals	Measurement Levels			Actual / Estimate	Fav/(Unfav) to Target	Dashboard Indicator	Goal Score	Trend Indicator	SB7	Comments
	Minimum	Target	Stretch							
Grid Operating Performance - # Exceptions:										
1.1 Compliance with NERC Reliability Standards & Requirements	3	1-2	0	0	1	●	3		R	
1.2 Compliance with ERCOT protocols	3	1-2	0	1		●	2		R,O	See NOTE 1
1.3 Operations Compliance with procedures	94%	97%	100%	98%	Achieved Target	●	2		R,O	See NOTE 2
Compliance Monitoring:										
1.4 Favorable NERC Audit of Reliability Compliance Program	N/A	YES	N/A	Completed	Completed	●	2		R	
1.5 # Completed reliability audits - Market Participant (QSE & TO)	12	14	16	18	Achieved Stretch	●	3		R	See NOTE 3
Transmission Planning:										
1.6 # Transmission studies completed on reliability and economic projects to alleviate local and regional transmission congestion and possible interconnections with neighboring control areas	3	5	7	6	Achieved Target	●	2		R,O	See NOTE 4
Response to the Energy Policy Act of 2005										
1.7 Successful response by ERCOT to the Energy Policy Act of 2005	N/A	YES	N/A	100%	On Target E	●	2		R	See NOTE 5
Goal Score (average)							2.3			
<p>NOTE 1: On December 22 some protected information on unit status as defined by the Protocols was mistakenly released by Operations. However, this was not a reliability or congestion management related protocol.</p> <p>NOTE 2: Result of October audit.</p> <p>NOTE 3: In addition to completing 4 ERCOT TO Audits, 10 ERCOT QSE Audits, & 2 NERC Reliability Readiness Audits, ERCOT Compliance also completed 2 NERC Local Control Center (LCC) Readiness Audits.</p> <p>NOTE 4: System Planning successfully completed from the following: 5-year Transmission Study, Long Term Transmission Study (incl. CREZ recommendations), Energy Interconnection(s), SPP Interconnection, Voltage Stability Survey, and Transient Stability Survey.</p> <p>NOTE 5: This task is ongoing. We have met all deadlines and submitted all required/requested documents and information to date.</p>										



ERCOT - MONTHLY EXECUTIVE DASHBOARD REPORT

Retail Transaction Processing Success (2)

December 2006

Corporate Goal Information		Goal Performance Analysis *
<p>Major Objective: I. Operate with Excellence</p> <p>Goal Description: 2. Retail Transaction Processing</p> <p>Goal Definition: Evaluation of the Retail Systems Performance levels, ERCOT initiated Switch Transactions, and ERCOT initiated MIMO Transactions; Duration hours of unplanned outages</p> <p>Measurements: Weighted Average % within Protocol, % of available Market Processing Services, Outage duration hours</p> <p>Accountability: Giuliani, Hinsley</p> <p>Performance Indicator Levels:</p> <ul style="list-style-type: none"> ● Performance Meets Stretch or Better ● Performance Meets Target to Stretch ● Performance Meets Minimum to Target ● Performance is Below Minimum or Unsatisfactory 	<p style="text-align: center;">Summary % of Performance Achievement Levels</p> <div style="text-align: center;"> </div> <ul style="list-style-type: none"> ■ Meets Stretch ■ Meets Stretch(E) ■ Meets Target ■ Meets Target (E) ■ Meets Minimum ■ Meets Minimum (E) ■ Unsatisfactory ■ Unsatisfactory (E) 	
<p>SB7 Responsibility:</p> <ul style="list-style-type: none"> R Reliability O Open Access C Retail Choice Information A Accurate Accounting 		

Compliance Objectives and Performance Levels										
Key Goals	Measurement Levels			Actual / Estimate	Fav/(Unfav) to Target	Dashboard Indicator	Goal Score	Trend Indicator	SB7	Comments
	Minimum	Target	Stretch							
ERCOT Initiated Switch Transactions										
2.1 814 Transactions - Enrollment and Meter Read Scheduling	98.0%	99.0%	100.0%	98.45%	-0.5%	●	2		C	
2.2 867 Transactions - Historical and Initial Meter Read Deliveries	98.0%	99.0%	100.0%	98.77%	-0.2%	●	2		C	
ERCOT Initiated MIMO Transactions										
2.3 814 Transactions - Enrollment and Meter Read Scheduling	92.5%	95.0%	98.5%	97.31%	2.3%	●	3		C	
2.4 867 Transactions - Historical and Initial Meter Read Deliveries	98.0%	99.0%	100.0%	98.64%	-0.4%	●	2		C	
Retail Systems Performance										
2.5 Percentage of time available for Market Processing Services - Retail * (excluding scheduled outages)	98.5%	99.0%	100.0%	99.27%	0.3%	●	2		C	
2.6 Maximum duration hours of any single unplanned outage of Market Facing Transaction Systems - Retail*	5	3	1	13.8	10.8	●	0		C	
Goal Score (average)							1.8			

Executive Summary - Highlights (Blue ratings) and Next Steps (Red and Yellow ratings)

* See attached chart on page 7 for component of Retail Market Processing Service Transaction percentages.



ERCOT - MONTHLY EXECUTIVE DASHBOARD REPORT

Wholesale Access, Settlement & Billing (3)

December 2006

Corporate Goal Information		Goal Performance Analysis *	
Major Objective:	1. Operate with Excellence	<p>Summary % of Performance Achievement Levels</p> <p>0% 17% 33% 50% 0%</p> <ul style="list-style-type: none"> Meets Stretch Meets Stretch (E) Meets Target Meets Target (E) Meets Minimum Meets Minimum (E) Unsatisfactory 	
Goal Description:	3. Wholesale Transaction Processing		
Goal Definition:	Evaluation of the Wholesale transactions processed in accordance to Protocols		
Measurements:	Weighted Average % within Protocol, # of corrections to meter and recorder data, # of correct dispute filings, % of available market processing services and SAS 70 Audit Results		
Accountability:	Giuliani, Hinsley		
Performance Achievement Levels:		SB7 Responsibility:	
<ul style="list-style-type: none"> Performance Meets Stretch or Better Performance Meets Target to Stretch Performance Meets Minimum to Target Performance is Unsatisfactory 		<ul style="list-style-type: none"> R Reliability O Open Access C Retail Choice Information A Accurate Accounting 	

Compliance Objectives and Performance Levels

Key Goals	Measurement Levels			Actual / Estimate (E)	Fav/(Unfav) to Target	Dashboard Indicator	Goal Score	Trend Indicator	SB7	Comments
	Minimum	Target	Stretch							
Wholesale Transaction Processing										
3.1 Percentage of Transactions processed within the Settlement Calendar which followed the calendar	98.0%	99.0%	100.0%	99.0%	0.0%	●	2		A	See NOTE 1
3.2 Percentage of Complete and accurate EPS meter data for settlement runs	98.0%	99.0%	100.0%	99.8%	0.8%	●	2		A	
3.3 Percentage IDR data captured by true-up as requested from MRE	99.0%	99.2%	99.5%	99.9%	0.7%	●	3		A	
3.4 Percentage of completed dispute filings in accordance to protocol - Annual	98.0%	99.0%	100.0%	99.6%	0.6%	●	3		C,A	
Wholesale Systems Performance										
3.5 Percentage of time available for Market Processing Services - Wholesale (excluding scheduled outages)	98.0%	99.0%	100.0%	100.0%	1.0%	●	3		A	
3.6 SAS 70 Audit Report - Number of Qualifications	N/A	0	N/A			●	0		C,A	See NOTE 2
Goal Score (average)							<u>2.2</u>			

Executive Summary - Highlights (Blue ratings) and Next Steps (Red and Yellow ratings)

NOTE 1: 8816/8817 statements posted on time. 472/494 invoices posted on time.
 NOTE 2: SAS 70 report issued - 17 of 18 Control Objectives are unqualified. One is qualified (logical security).



ERCOT - MONTHLY EXECUTIVE DASHBOARD REPORT GOALS 2 & 3 SUPPLEMENT

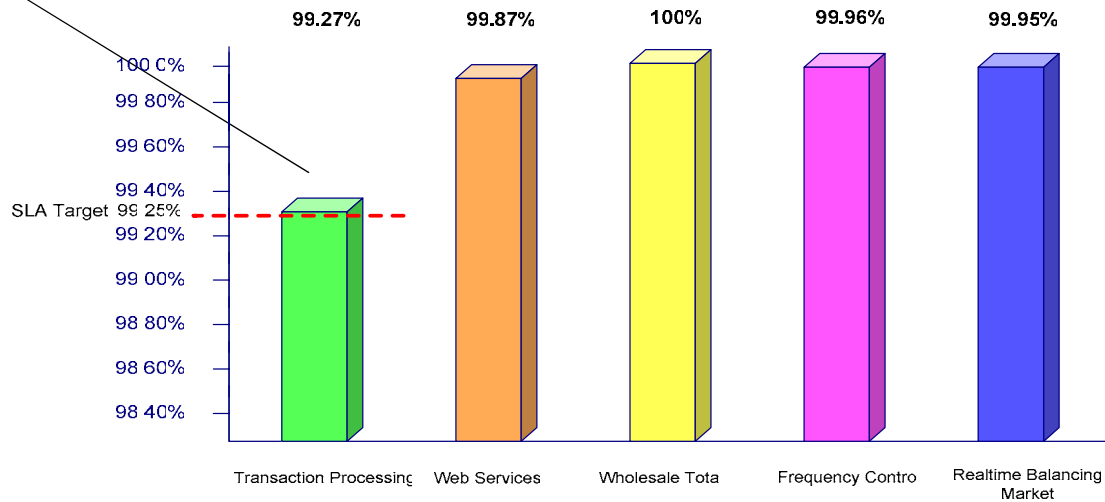
December 2006

Percentage of Net Service Availability for Retail and Wholesale Market Processing Services

2006 Net Service Availability Through December 31st, 2006

Goal 2.5 Measurement

Goal 3.5 Measurement





ERCOT - MONTHLY EXECUTIVE DASHBOARD REPORT

Texas Nodal Project (4)

December 2006

Corporate Goal Information		Goal Performance Analysis *								
Major Objective:	II. Improve Reliability and Market Performance	<div style="text-align: center;"> Summary % of Performance Achievement Levels </div> <div style="margin-top: 10px;"> <table border="1" style="font-size: small;"> <tr><td>■ Meets Stretch</td></tr> <tr><td>▣ Meets Stretch (E)</td></tr> <tr><td>■ Meets Target</td></tr> <tr><td>▣ Meets Target (E)</td></tr> <tr><td>■ Meets Minimum</td></tr> <tr><td>▣ Meets Minimum (E)</td></tr> <tr><td>■ Unsatisfactory</td></tr> </table> </div>		■ Meets Stretch	▣ Meets Stretch (E)	■ Meets Target	▣ Meets Target (E)	■ Meets Minimum	▣ Meets Minimum (E)	■ Unsatisfactory
■ Meets Stretch										
▣ Meets Stretch (E)										
■ Meets Target										
▣ Meets Target (E)										
■ Meets Minimum										
▣ Meets Minimum (E)										
■ Unsatisfactory										
Goal Description:	4. Texas Nodal Project									
Goal Definition:	Progress on Texas Nodal Project									
Measurements:	Percentage of project milestones that are on scope, time; Annual percentage of actual spending									
Accountability:	Hinsley									
Performance Indicator Levels:		SB7 Responsibility:								
● Performance Meets Stretch or Better		R Reliability								
● Performance Meets Target to Stretch		O Open Access								
● Performance Meets Minimum		C Retail Choice Information								
● Performance is Below Minimum or Unsatisfactory		A Accurate Accounting								

Compliance Objectives and Performance Levels										
Key Goals	Measurement Levels			Actual / Estimate (E)	Fav/(Unfav) to Target	Dashboard Indicator	Goal Score	Trend Indicator	SB7	Comments
	Minimum	Target	Stretch							
Project Performance:										
4.1 Percentage of project milestones that are met on time and delivered to the specifications as determined by TPTF	85.0%	90.0%	95.0%	74.0%		●	0			See NOTE 1
4.2 Annual percentage of actual spending within targeted amounts	Under Budget by 1%	Under Budget by 3%	Under Budget by 5%							See NOTE 2
Goal Score (average)							— — —			

Executive Summary - Highlights (Blue ratings) and Next Steps (Red and Yellow ratings)

NOTE 1: The rationale for the delta remains Key Requirements documents (principally the 12 EMS and 5 MMS requirements) did not achieve TPTF approval by the target date of 10/31.
NOTE 2: The budget was established and baselined in November 2006.



ERCOT - MONTHLY EXECUTIVE DASHBOARD REPORT

High Priority Projects from PPL (5)

December 2006

Corporate Goal Information		Goal Performance Analysis *															
<p>Major Objective: II. Improve Reliability and Market Performance</p> <p>Goal Description: 5. High Priority Projects from PPL</p> <p>Goal Definition: Progress on High Priority Projects from PPL</p> <p>Measurements: Percentage of project milestones that are on scope, time & phases on budget</p> <p>Accountability: Byone</p> <p>Performance Indicator Levels:</p> <ul style="list-style-type: none"> ● Performance Meets Stretch or Better ● Performance Meets Target to Stretch ● Performance Meets Minimum to Target ● Performance is Below Minimum or Unsatisfactory <p>SB7 Responsibility:</p> <ul style="list-style-type: none"> R Reliability O Open Access C Retail Choice Information A Accurate Accounting 	<p>Summary % of Performance Achievement Levels</p> <table border="1" style="margin-top: 10px; font-size: small;"> <caption>Summary % of Performance Achievement Levels</caption> <thead> <tr> <th>Level</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Meets Stretch</td> <td>42%</td> </tr> <tr> <td>Meets Stretch (E)</td> <td>0%</td> </tr> <tr> <td>Meets Target</td> <td>8%</td> </tr> <tr> <td>Meets Target (E)</td> <td>0%</td> </tr> <tr> <td>Meets Minimum</td> <td>17%</td> </tr> <tr> <td>Meets Minimum (E)</td> <td>33%</td> </tr> <tr> <td>Unsatisfactory</td> <td>0%</td> </tr> </tbody> </table>	Level	Percentage	Meets Stretch	42%	Meets Stretch (E)	0%	Meets Target	8%	Meets Target (E)	0%	Meets Minimum	17%	Meets Minimum (E)	33%	Unsatisfactory	0%
Level	Percentage																
Meets Stretch	42%																
Meets Stretch (E)	0%																
Meets Target	8%																
Meets Target (E)	0%																
Meets Minimum	17%																
Meets Minimum (E)	33%																
Unsatisfactory	0%																

Compliance Objectives and Performance Levels										
Key Goals	Measurement Levels			Actual / Estimate (E)	Fav/(Unfav) to Target	Dashboard Indicator	Goal Score	Trend Indicator	SB7	Comments
	Minimum	Target	Stretch							
System Operations										
5.1 Percentage of project deliverables and scope delivered at project completion	80%	90%	95%	100%	10%	●	3		R,O	
5.2 Percentage of component project milestones that are on time	80%	90%	95%	48%	-42%	●	0		R,O	
5.3 Percentage of component project phases that are on budget	90%	95%	100%	90%	-5%	●	1		R,O	
Market Operations										
5.1 Percentage of project deliverables and scope delivered at project completion	80%	90%	95%	100%	10%	●	3		A	
5.2 Percentage of component project milestones that are on time	80%	90%	95%	72%	-18%	●	0		A	
5.3 Percentage of component project phases that are on budget	90%	95%	100%	93%	-2%	●	1		A	
Corporate Operations										
5.1 Percentage of project deliverables and scope delivered at project completion	80%	90%	95%	100%	10%	●	3		C	
5.2 Percentage of component project milestones that are on time	80%	90%	95%	73%	-17%	●	0		C	
5.3 Percentage of component project phases that are on budget	90%	95%	100%	86%	-9%	●	0		C	
IT Operations										
5.1 Percentage of project deliverables and scope delivered at project completion	80%	90%	95%	100%	10%	●	3		ALL	
5.2 Percentage of component project milestones that are on time	80%	90%	95%	95%	5%	●	3		ALL	
5.3 Percentage of component project phases that are on budget	90%	95%	100%	95%	0%	●	2		ALL	
Goal Score (average)							1.6			

Executive Summary - Highlights (Blue ratings) and Next Steps (Red and Yellow ratings)

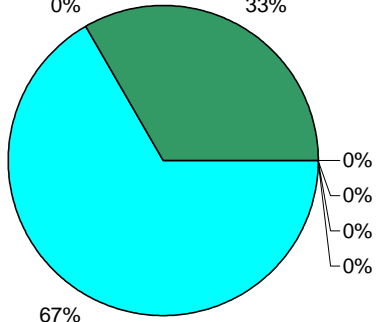
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ERCOT - MONTHLY EXECUTIVE DASHBOARD REPORT

Financial Management and Cost Effectiveness (6)

December 2006

Corporate Goal Information		Goal Performance Analysis *
<p>Major Objective: III. Deliver Value</p> <p>Goal Description: 6. Financial Management and Cost Effectiveness</p> <p>Goal Definition: Identify permanent cost savings, Obtain unqualified audit opinions, Obtain fully meets rating for key internal controls</p> <p>Measurements: Actual savings, Receipt of audit opinion, Rating on internal controls</p> <p>Accountability: Byone</p> <p>Performance Indicator Levels:</p> <ul style="list-style-type: none"> ● Performance Meets Stretch or Better ● Performance Meets Target to Stretch ● Performance Meets Minimum to Target ● Performance is Below Minimum or Unsatisfactory <p>SB7 Responsibility:</p> <ul style="list-style-type: none"> R Reliability O Open Access C Retail Choice Information A Accurate Accounting 	<div style="text-align: center;"> <p>Summary % of Performance Achievement Levels</p>  </div>	

Compliance Objectives and Performance Levels										
Key Goals	Measurement Levels			Actual / Estimate (E)	Fav/(Unfav) toTarget	Dashboard Indicator	Goal Score	Trend Indicator	SB7	Comments
	Minimum	Target	Stretch							
Cost Control and improvement in productivity										
6.1 Permanent Cost Savings - Annual Estimate	\$ 400,000	\$ 800,000	\$ 1,000,000	\$ 1,800,000	Achieved Stretch	●	3		ALL	See NOTE 1
Obtain unqualified audit opinions										
6.2 Receipt of Unqualified Opinions on audits (Benefit Plan excluded)	N/A	0	N/A	Achieved Target	Achieved Target	●	2		ALL	See NOTE 2
Obtain fully meets rating for key Internal Controls										
6.3 Rating received on internal controls audited by a third party	85%	90%	95%	95%	Achieved Stretch	●	3		ALL	See NOTE 3
Goal Score (average)							<u><u>2.7</u></u>			

Executive Summary - Highlights (Blue ratings) and Next Steps (Red and Yellow ratings)

NOTE 1: Savings of approximately \$1.8 million identified.
 NOTE 2: Unqualified opinion received. Benefit Plan audit results are as favorable as scope of audit permits.
 NOTE 3: Report from D&T on internal controls shows a 95%+ performance rating for key controls.



ERCOT - MONTHLY EXECUTIVE DASHBOARD REPORT Management Practices and Organization Readiness (7)

December 2006

Corporate Goal Information		Goal Performance Analysis *
<p>Major Objective: IV. Attract, Develop and Motivate Top Talent</p> <p>Goal Description: 7. Management Practices and Organization Readiness</p> <p>Goal Definition: Key employee retention, Leadership development/training, Succession planning, Restructure compensation program</p> <p>Measurements: Evaluation of employee turnover metric, Restructure compensation program Succession Planning, Leadership development/training</p> <p>Accountability: Capezzuti</p> <p>Performance Indicator Levels:</p> <ul style="list-style-type: none"> ● Performance Meets Stretch or Better ● Performance Meets Target to Stretch ● Performance Meets Minimum to Target ● Performance is Below Minimum or Unsatisfactory <p>SB7 Responsibility:</p> <ul style="list-style-type: none"> R Reliability O Open Access C Retail Choice Information A Accurate Accounting 	<p>Summary % of Performance Achievement Levels</p> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;"> <ul style="list-style-type: none"> ■ Meets Stretch ■ Meets Stretch (E) ■ Meets Target ■ Meets Target (E) ■ Meets Minimum ■ Meets Minimum (E) ■ Unsatisfactory </div>	

Compliance Objectives and Performance Levels										
Key Goals	Measurement Levels			Actual / Estimate (E)	Fav/(Unfav) to Target	Dashboard Indicator	Goal Score	Trend Indicator	SB7	Comments
	Minimum	Target	Stretch							
7.1 Turnover metric - Retention of employees	85.0%	90.0%	95.0%	89.0%	Achieved Min to Target	●	2		ALL	See NOTE 1
7.2 Restructure compensation program - % of jobs reviewed and slotted to new structure	90.0%	95.0%	100.0%	95.0%	Achieved Target	●	2		ALL	See NOTE 2
7.3 Succession planning - level of organization complete by year end	Officers/ Directors	Officers/ Directors/ Managers	Officers/ Directors/ Managers/ Key EEs	Officers/ Directors	No longer pursued.	●	0		ALL	See NOTE 3
7.4 Leadership Development -% of Managers and above completing training	75%	85%	95%	40.0%	No longer pursued.	●	0		ALL	See NOTE 4
Goal Score (average)							<u>1.0</u>			

Executive Summary - Highlights (Blue ratings) and Next Steps (Red and Yellow ratings)

NOTE 1 : December had 0.9% turnover which translates to 11.0% on an annualized basis.
 NOTE 2 : Achieved Target for 2006.
 NOTE 3 : Focus was changed away from Succession Planning. It will be reviewed in 2007
 NOTE 4 : 40% of the management was trained at which point all funds were cancelled and training was halted