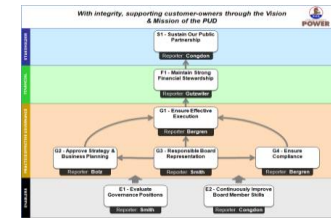


2016 Board of Commissioners Balanced Scorecard

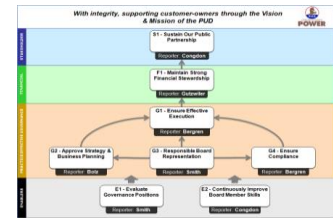
Indicators, targets and scores -- As of June 30, 2016



	Key Indicator	Basis	Target	YTD	Status	Comments
Stakeholder	S1 - Sustain Our Public Partnership	Reporter: Congdon				
	Board attendance at stakeholder, advocacy or special interest group meetings vs. planned attendance	Quarterly update based on information from Commissioner Blue Books (tracked by Clerk of Board) Target: 75% attendance at assigned groups	75%	80%	✓	Results through 2nd quarter 2016
	Attendance at quarterly Mid-C commissioners/managers meeting	Quarterly update based on information from Commissioner Blue Books (tracked by Clerk of Board) Target: 75% attendance at all meetings	60%	100%	✓	Results through 2nd quarter 2016
Financial	F1 - Maintain Strong Financial Stewardship	Reporter: Bergren				
	Quarterly operating and financial review presented by management. Board checks for adherence to budgets, long range plans, guidelines, principles, policies, and acceptable risk levels.	Quarterly update provided by District management within 45 days after quarter end or as soon thereafter as scheduling allows Target: 4 quarterly presentations by management completed on time with satisfactory content	4	2	✓	4th Qtr 2015 Finance & Energy Resource updates provided Feb 16, 2016 and Feb 2 1st quarter 2016 Finance and Energy Resource updates provided May 16, 2016 and May 2 Generation & Transmission, Utility Services and Fiber operating updates - ongoing
	G1 - Ensure Effective Execution	Reporter: Smith				
	Quarterly review of Board balanced scorecard status. Each Commissioner gives an update on the status of their assigned objectives.	Quarterly review of objectives & indicator results by Reporter. Target: 4 quarterly reviews	4	2	✓	2015 4th Qtr reviewed Jan 18, 2016 2016 1st Qtr reviewed April 18, 2016 2nd quarter scheduled July 18th 2016
	Annual review of policies: internal controls, communications, regulatory compliance, enterprise risk management, network line extension and financial, etc.	Annual review of key District policies (reviewed through normal course of business) Target: 100% review of key board policies	1	ongoing	✓	High Density Load Meetings, Jan 4,5,12,18th February 1, March 21, June 6, 2016. Community Forum Feb 3, Public Hearing Feb 16th.
	Semi-annual evaluation of General Manager performance including communications of Board expectations.	Semi-annual review of General Manager along with communication of Board expectations. Target: 2 reviews	2	1	✓	YE Review completed Jan 19th 2016 Mid-year review scheduled July 18, 2016

2016 Board of Commissioners Balanced Scorecard

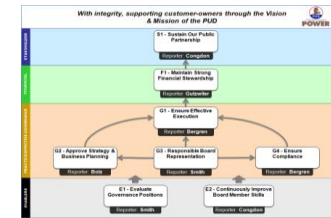
Indicators, targets and scores -- As of June 30, 2016



	Key Indicator	Basis	Target	YTD	Status	Comments	
Internal	Annual evaluation of General Counsel performance including communications of Board expectations.	Annual review of General Counsel along with communication of Board expectations. Target: 1 review	1			Annual review to be scheduled	
	G2 - Approve Strategy & Business Planning	Reporter: Bolz					
	Annual review and revision, if needed, of Board Balanced Scorecard to provide foundation for the strategic goal setting process.	Annual review/revision of Board Balanced Scorecard Target: 1 comprehensive review session	1	1	✓	Reviewed at January 19, 2016 workshop	
	Annual strategic planning goals reviewed and set	Annual review of strategic planning goals in preparation to support managements annual budget process. Target: 1 session	1	1	✓	Annual update reviewed with General Manager in January	
	Annual District budget review and adoption	Annual budget adoption as presented by District management. Target: Adoption by year end.	1			To be completed by Year End 2016	
	G3 - Responsible Board Representation	Reporter: Arseneault					
	Board coverage in key regional/national association meetings (WPUDA, APPA, NWPPA, ENW)	Quarterly update based on information from Commissioner Blue Books (tracked by Clerk of Board).	Target: 60% for WPUDA for 3 attendees @ 7 meetings	60%	85%	✓	Results through 2nd quarter 2016
			Target: 100% for APPA for 1 attendee @ 2 meetings	100%	100%	✓	Results through 2nd quarter 2016
			Target: 100% for NWPPA for 1 attendee @ 2 meetings	100%	100%	✓	Results through 2nd quarter 2016
			Target: 100% for ENW for 1 attendee @ 4 quarterly mtg.	100%	100%	✓	Results through 2nd quarter 2016
	Attendance at regularly scheduled meetings	Quarterly update based on information from Commissioner Blue Books (tracked by Clerk of Board). Target: 90% attendance.	90%	92%	✓	Results through 2nd quarter 2016	
	G4 - Ensure Compliance	Reporter: Smith					
Board appoints 2 members to participate in audit committee (President, VP, and Secretary as alternate)	Annually board appoints 2 members to participate in audit committee. (Pres. & VP, Secretary Alternate) Target: 2 board members appointed	1	1	✓	Completed Jan 4, 2016		
Annual internal audit committee report & annual update from Internal Auditor	Annual internal audit committee report reviewed & receive audit committee annual update from Internal Auditor Target: 1 Annual review	1	1	✓	Completed Feb 1, 2016		

2016 Board of Commissioners Balanced Scorecard

Indicators, targets and scores -- As of June 30, 2016



	Key Indicator	Basis	Target	2016			Comments
				YTD	Status	Score	
Enablers	E1 - Evaluate Governance Positions	Reporter: Bergren					
	Annual review/revision of Board Governance policy manual and the Code of Ethics	Annual review / revision of Board Governance policies Target: 1 annual review	1	1	✓		Completed Jan 19, 2016
	Annual review of Group agreement	Annual review Target : 1 Annual review	1	1	✓		Completed Jan 19, 2016
	Annual review of Board performance	Annual review of Board performance. Target: 1 annual review	1				To be completed by year-end 2016
	E2 - Continuously Improve board Member Skills	Reporter: Bolz					
	Development of annual training plan and budget	Annually review and update training plan to be used for budget preparation. Target: 1 annual review of plan	1				Potential agenda topic for August workshop
Review and update annual training program for newly elected board members	Annually review and update training program for newly elected board members. Target: 1 annual review of program	1				To be completed by year-end 2016	

BOARD of COMMISSIONERS

Scorecard Matrix

Assignment Key:

Delegate

Alternate

	Date	Ann	Dennis	Randy	Carnan	Garry	Qtr Attend	Qtr # Mtg	Actual %	Target %
S1 - Tri Commission Regional Stakeholder Meetings										
1st quarter	3/1	0	1	1	1	1	4	5	80%	75%
2nd quarter										
3rd quarter										
4th quarter										
Total by Commissioner:		0	1	1	1	1				
% by Commissioner:		0%	100%	100%	100%	100%			80%	75%
S1 - Mid-C Commissioner / Manager Meeting										
January										60%
April	4/11	1	1	1	1	1	5	5	100%	60%
September										
November										
Total by Commissioner:		1	1	1	1	1				
% by Commissioner:		25%	25%	25%	25%	25%			100%	60%

BOARD of COMMISSIONERS

Scorecard Matrix

Assignment Key:

Delegate

Alternate

	Date	Ann	Dennis	Randy	Carnan	Garry	Qtr Attend	Qtr # Mtg	Actual %	Target %	
G3 - Responsible Board Representation											
Committees: Board: Smith Telecom: Bergren Water: Congdon Government Affairs: Arseneault Energy: Smith Communications: Bergren Education: Bolz											
WPUDA - Jan	Jan	M	1	1	1	1					
WPUDA - Feb	Feb		1	1	1	1					
WPUDA - Mar	Mar	B	1	1	B	1	12	15	80%	60%	
WPUDA - Apr	April		1	1	1	1					
WPUDA - May	no meeting										
WPUDA - June	no meeting						5	5	100%	60%	
WPUDA - July	Jul										
WPUDA - Sept	Sept										
WPUDA - Water	Sept										
WPUDA - Nov	Nov										
WPUDA - Dec	Dec										
Total by Commissioner:			2	4	4	3	4	17	20	85%	60%
APPA - Leg Rally	3/9		1	1		1	3	2	100%	100%	
APPA - Annual Conf	6/12			1		1	1	1	100%	100%	
APPA - Policy Makers											
ENW - Jan	1/27				1						
ENW - Mar	3/23				1		2	2	100%	100%	
ENW - April	4/26				1		1	1	100%	100%	
ENW - Oct											
NWPPA - Board meeting	3/9	1									
NWPPA - Education Committee	3/23	1					2	2	100%	100%	
NWPPA - Annual Conference	5/16	1					1	1	100%	100%	
NWPPA - Board meeting											
G3 - Responsible Board Representation											
Attendance at Regularly Scheduled meetings											
Board Meeting	1/4	1	1	1	1	1					
	1/18	1	1	1	1	1					
	2/1	1	1	P	1	1					
	2/16	1	1	1	1	1					
	3/7	phone	B	phone	1	B					
	3/21	1	1	1	1	1	27	30	90%	90%	
	4/4	1	1	1	1	1					
	4/18	1	1	1	1	1					
	5/2	1	1	1	1	1					
	5/16	B	1	1	1	B					

