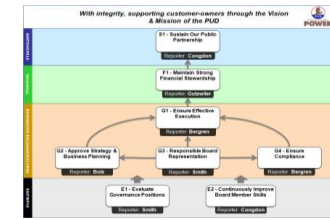


## 2016 Board of Commissioners Balanced Scorecard

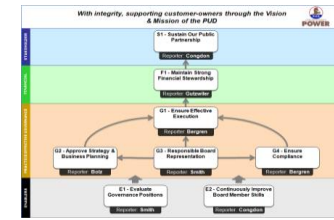
Indicators, targets and scores -- As of September 30, 2016



	Key Indicator	Basis	Target	YTD	Status	Comments
Stakeholder	<b>S1 - Sustain Our Public Partnership</b>	Reporter: <b>Congdon</b>				
	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 3rd 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%	80%	✓	Results through 3rd quarter 2016
Financial	<b>F1 - Maintain Strong Financial Stewardship</b>	Reporter: <b>Bergren</b>				
	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	3	✓	*2015 4th Qtr Finance & Energy Resource updates provided Feb 2 and 16th, 2016 *2016 1st Qtr Finance and Energy Resource updates provided May 2 and 16th, 2016 *2016 2nd Qtr Finance and Energy Resource updates provided August 15, 2016  Generation & Transmission, Utility Services and Fiber operating updates - ongoing
	<b>G1 - Ensure Effective Execution</b>	Reporter: <b>Smith</b>				
	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	3	✓	2015 4th Qtr reviewed Jan 18, 2016 2016 1st Qtr reviewed April 18, 2016 2016 2nd Qtr reviewed July 18th 2016 2016 3rd Qtr scheduled for October 17
	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. Fiber Rates presented on Sept 20, 2016
	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	2	✓	YE Review completed Jan 19th 2016 Mid-year review completed July 18, 2016

## 2016 Board of Commissioners Balanced Scorecard

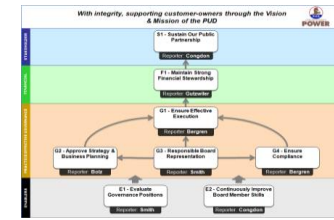
Indicators, targets and scores -- As of September 30, 2016



	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	1	✓	Annual review was performed on August 1, 2016	
	<b>G2 - Approve Strategy &amp; Business Planning</b>	Reporter: <b>Bolz</b>					
	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	
	<b>G3 - Responsible Board Representation</b>	Reporter: <b>Arseneault</b>					
	Board coverage in key <u>regional/national</u> association meetings (WPUA, APPA, NWPPA, ENW)	Quarterly update based on information from Commissioner Blue Books (tracked by Clerk of Board).	Target: 60% for WPUA for 3 attendees @ 7 meetings	60%	63%	✓	Results through 3rd quarter 2016
			Target: 100% for APPA for 1 attendee @ 2 meetings	100%	100%	✓	Results through 3rd quarter 2016
			Target: 100% for NWPPA for 1 attendee @ 2 meetings	100%	100%	✓	Results through 3rd quarter 2016
			Target: 100% for ENW for 1 attendee @ 4 quarterly mtg.	100%	100%	✓	Results through 3rd 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%	94%	✓	Results through 3rd quarter 2016	
	<b>G4 - Ensure Compliance</b>	Reporter: <b>Smith</b>					
	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 September 30, 2016



	Key Indicator	Basis	Target	YTD	Status	Comments
Enablers	<b>E1 - Evaluate Governance Positions</b>	Reporter: <b>Bergren</b>				
	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
	<b>E2 - Continuously Improve board Member Skills</b>	Reporter: <b>Bolz</b>				
	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			2017 Budget set at workshop on August 23, 2016 <i>Training Plan in progress</i>
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	