






Central Maine Power Company 2009 Group Incentive Plan Targets - DRAFT

	<u>2009 Objective</u>	<u>Year-end Status</u>	<u>Payout Potential</u>
CORPORATE OBJECTIVES			
Customer Satisfaction	Best in Class		1.00%
Customer Interaction	Best in Class		1.00%
Energy Delivery	Best in Class		1.00%
O&M Expense	\$251,874,695		1.00%
(Group Recommendation (1181 Employees; \$57,086,741 P/R))			
BUSINESS AREA OBJECTIVES			
O&M Funding Trigger	\$246,166,021		--
<u>ELECTRIC TECHNICAL SERVICES</u>			
O&M Expense (trigger)	\$40,381,985		--
Achieve 100% NERC Compliance	Year end		1.00%
Achieve Customer Interruption Duration Index	2.18 or lower		0.50%
Achieve System Interruption Frequency Index	2.10 or lower		0.50%
Develop and Execute a Construction Plan for MPRP	During 2009		0.50%
Achieve Capital Spending Target	\$136,237,007 +/- 10%		0.50%
Business Area Recommendation (179 employees)			
<u>FIELD OPERATIONS</u>			
O&M Expense (trigger)	\$35,439,814		--
Achieve Customer Interruption Duration Index	2.18 or lower		0.50%
Achieve Meter Reads	94% or greater		0.50%
Achieve System Interruption Frequency Index	2.10 or lower		0.50%
Achieve New Service Installation Index	TBD		0.50%
Achieve Combined Safety Index	5.0 or less		1.00%
Business Area Recommendation (645 employees)			
<u>CUSTOMER SERVICES</u>			
O&M Expense (trigger)	\$20,231,007		--
Achieve ASA of 30 seconds	80% or greater		1.00%
Mail bills on time	98% or greater		1.00%
Implement recommendations to maximize collections	During 2009		1.00%
Business Area Recommendation (189 employees)			
<u>EXECUTIVE ADMINISTRATION</u>			
O&M Expense (trigger)	\$15,394,756		--
Manage Operations and Capital within plan	On budget		1.00%
Complete successful NUG/QF entitlement auction and related stranded cost update.	Year end		0.50%
Achieve at least 85% compliance in required training of qualified employees.	Year end		0.50%
Implement all transmission, distribution, stranded cost and standard offer price changes by designated dates.	On schedule		0.50%
Obtain the Certificate of Public Convenience and Necessity for MPRP	During 2009		0.50%
Business Area Recommendation (77 employees)			







HUMAN RESOURCES

O&M Expense (trigger)	\$3,653,654		--
Achieve EEO/AA objectives	Year end		1.00%
Negotiate a new collective bargaining agreement.	Year end		1.00%
<i>Continue implementation of total rewards communication plan.</i>	Year end		0.50%
Develop and Execute 2009 CMP Staffing Plan. Business Area Recommendation (6 employees)	Year end		0.50%

IT APPLICATIONS

O&M Expense (trigger)	TBD		--
Achieve CMP IT Performance Measure Goals	TBD		2.00%
Implement credit and collections directives from senior management according to directed schedule; Implement credit and collection initiatives recommended by business areas in order to maximize collections according to agreed upon scope and schedule	TBD		1.00%
Business Area Recommendation (TBD employees)			

SUPPLY CHAIN

O&M Expense (trigger)	TBD		--
Achieve Availability of Fleet targets	98.0%		1.00%
Achieve Availability of Critical Items targets	98.5%		0.50%
Achieve Inventory Turns targets	TBD		0.50%
Emergency Plan Testing	2		0.50%
Achieve Combined Safety Index	TBD		0.50%
Business Area Recommendation (TBD employees)			