



2007 Chief Executive Officer Goals and Evaluation Form

Performance Area	Expectations	Actual Performance	Evaluation 1 = Unacceptable 2 = Does not meet 3 = Meets expectations 4 = Exceeds expectations 5 = Superior
Operational Outcomes	<p>Achieves service reliability targets of:</p> <ol style="list-style-type: none"> 1. No more than 1.6 outages of 75 minutes or more per average customer 2. No more than 150 outage minutes per year per average customer <p>Customer survey results indicate high satisfaction with Chugach's:</p> <ol style="list-style-type: none"> 1. Reliability: 2. Service: 3. Price: <p>Achieves utility financial management targets:</p> <ol style="list-style-type: none"> A. Overall MFI/I ratio of 1.37 B. Equity to Total Capitalization Ratio of 30.9% C. Distribution MFI/I of 2.76 D. G&T MFI/I of 0.82 <p>Proactive in respect to the Rate Case and management there of.</p> <p>Complete negotiations on the Labor Contracts.</p> <p>Reports periodically on benchmarking and process improvement efforts.</p>		
Long Range Strategic Planning	<p>Finalizes plan for new generation capacity by: <u>4/1/07</u></p> <p>Completes mid range fuel contract negotiations by: <u>11/1/07</u></p> <p>Recommendation to the Board for a G&T and Distribution organization by: <u>3/31/07</u></p> <p>Develops Financial Management Plan by: <u>3/31/07</u></p>		
Leadership	<p>Perceived to be a leader by employees and Board. Personal ethics and accountability are deemed high.</p> <p>Effectively promote the Association and the Association goals with members of the public, governmental bodies and through the media.</p> <p>Establishes an effective organization that is designed and staffed to meet a changing environment</p> <p>Effectively participates in local, regional, state, and national organizations to promote the Association and achieve Association goals.</p>		

Management	<p>Keeps Board informed of important industry issues and Chugach's performance. Brings well thought-out recommendations for the Board's consideration. Actively builds trust and support of the Board. Encourages Board to work together effectively, and encourages innovative thinking on the part of the Board.</p> <p>Creates a positive work environment for employees and encourages team work. Delegates effectively to key staff and provides effective feedback. Keeps employees informed about industry issues and trends and influences them to adapt to change. Assures that competent individuals are hired, trained and promoted. Empowers employees to make decisions that improve Chugach's performance.</p> <p>Develop a Strategic Business Plan by: <u>10/15/07</u></p>		
Health, Safety & Environmental	<p>Achieves lost time injury incident rate of: <u>less than 3.00</u></p> <p>Achieves a recordable incident rate of: <u>less than 6.0</u></p> <p>Achieves vehicle incidents of less than: <u>7</u></p> <p>Promotes an environment of Safety in the workforce.</p> <p>No environmental violations during 2007.</p>		

OPPORTUNITIES FOR IMPROVEMENT

Operational Outcomes:

Long Range Strategic Planning:

Leadership:

Management:

Health, Safety & Environmental:

APPROVAL AND ACCEPTANCE

Approved by: _____, Board of Directors

Date:

Accepted by: Bill Stewart, Chief Executive Officer

Date: