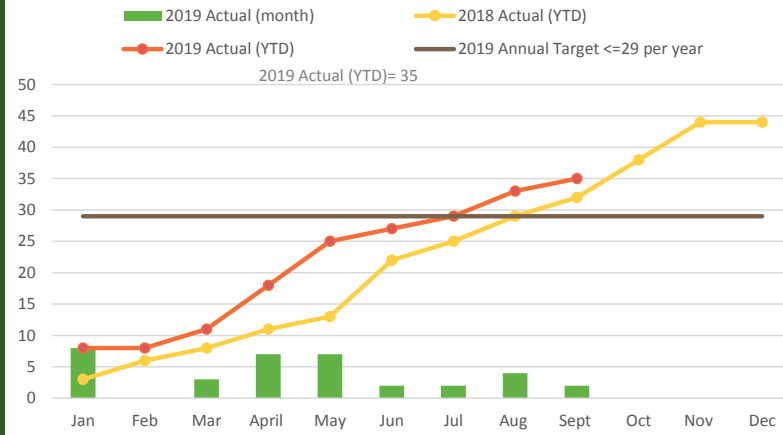




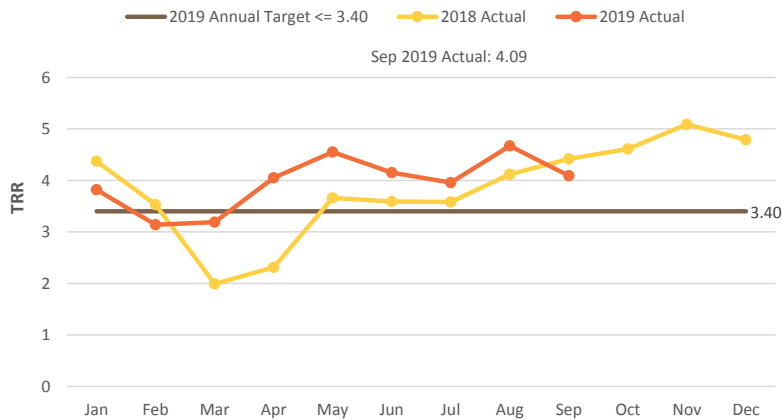
HIRING AND VACANCY

2019 HUMAN RESOURCE METRICS	Target	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Hiring Cycle Average Time	35	35	45	42	37	36	36	36	35	33
Hiring Cycle Average Time (Executives)	75			65	65	65	65	65	76	81
Hiring Cycle Average Time (Apprentices)	120		107	107	107	107	107	107	101	101
# New Employee Starts		11	4	12	3	10	5	11	8	3
# Promotions		20	4	19	18	12	21	13	7	11
# Temporaries hired		1	3	3	3	17	6	3	2	1
Vacancy Rate	6%	6.2%	6.5%	6.3%	6.0%	6.0%	5.8%	5.7%	6.3%	6.4%

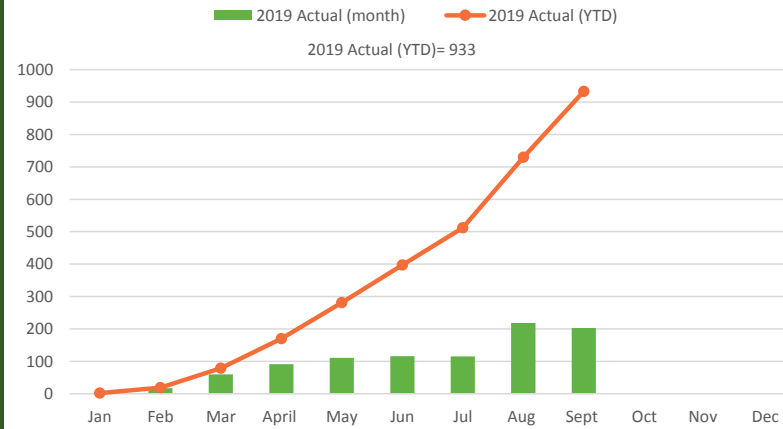
PREVENTABLE MOTOR VEHICLE COLLISIONS



TOTAL RECORDABLE INCIDENT RATE

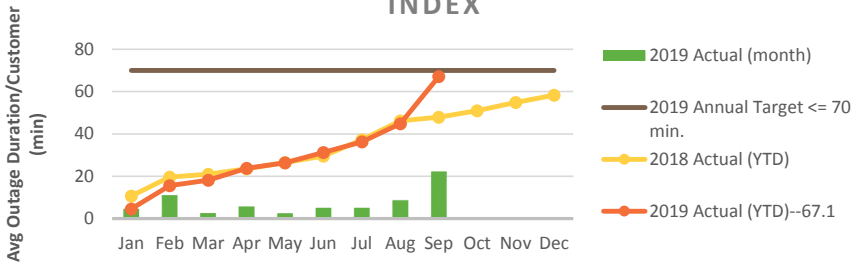


LOST WORK DAYS

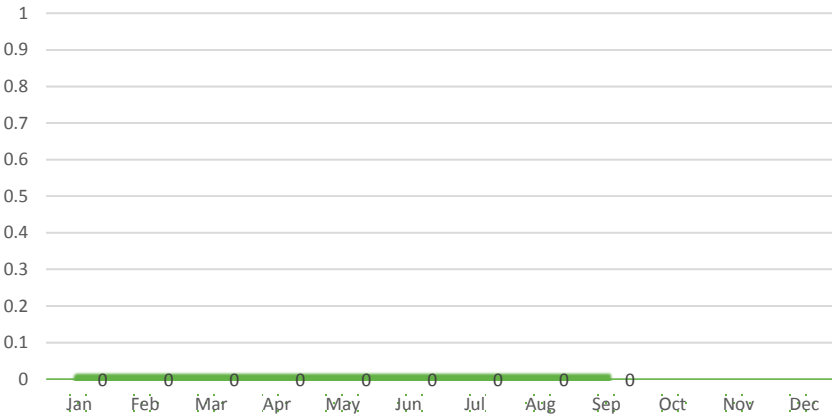




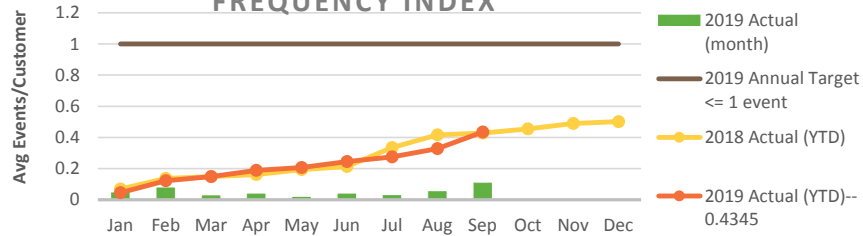
SYSTEM AVERAGE INTERRUPTION DURATION INDEX



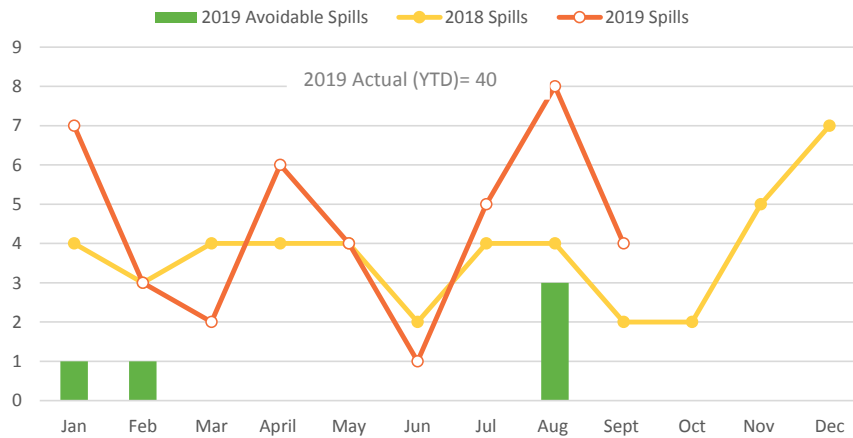
Customers Experiencing more than Ten Outages of one Minute or more in past year



SYSTEM AVERAGE INTERRUPTION FREQUENCY INDEX



NUMBER OF SPILLS BY MONTH



OUTAGE PERCENTAGE BY CAUSES

