

From: Lamarre, Patrick
To: [Salim, Joseph](#)
Subject: Re: Performance issue
Date: Thursday, June 21, 2012 7:19:30 AM
Attachments: [image001.jpg](#)
[ATT103408.jpg](#)

Outcome?

From: Salim, Joseph
Sent: Tuesday, June 19, 2012 12:15 PM
To: Lamarre, Patrick
Subject: FW: Performance issue

FYI. I have prepared a response, and I am just waiting to check some facts before sending it to you for comments.

Joseph Salim

Vice-président et directeur général/Vice-President and General Manager
Division Hydro/Hydro Division

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SNC-Lavalin Hydro

From: PHarrington@nalcenergy.com [mailto:PHarrington@nalcenergy.com]
Sent: June 19, 2012 7:57 AM
To: Salim, Joseph; Fanning, William
Cc: GBennett@nalcenergy.com
Subject: Performance issue

In our last meeting we talked about the importance to Nalcor to get the early works carried out on time and without issue.

Consequently we are providing you with feedback on a matter of serious concern to Nalcor regarding SLI management performance.

It has been made clear to all that the faultless execution of the early works is of critical importance to Nalcor at the very highest levels. Senior SLI personnel were assigned to make this happen, their roles and responsibilities were clearly communicated, so it is deeply concerning to discover at this late stage that there has been a mishandling of this important task by SLI. This came to light during a recent meeting with the road construction contractor when issues of incomplete planning, lack of proper communication and inadequate management were identified. The work was supposed to have started already but it was clear that without intervention by Nalcor this would not be the case.

Given the importance of this work to us , the time already lost to us and the need to get this back on track without further delay, Nalcor management were obliged to intervene and take control.

This is a serious SLI performance issue and requires attention and corrective action at the

leadership level within SLI, we recommend that you assign a senior Corporate person to handle this. Please advise by 22nd June at the latest, how you intend to address this serious concern and when we can meet to review the proposed course of corrective action.

Regards Paul



Paul Harrington

Project Director

LC Mgmt & Support

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