



IGE POWER COMPANY LIMITED

**Risk Management Plan
HR Department**

Risk #	Category	Description (Defined Risk)	Likelihood (1-5)	Severity (1-5)	Level of Control (1-5)	Significance = (Severity + Likelihood + Level of Control)	Priority Ranking (Based on significance)	Risk Mitigation (Resolution) Action Plan	Due Date	Responsibility	Status
1		HR Strategic Risk (People-related issues that limit the ability to achieve strategic objectives)	2	3	2	7	3	Talent Management and succession planning	October	HRM	On going
2		HR Operational Risks (Meeting org'l objectives through effective/efficient use of human resources)	3	3	3	9	1	- Internal controls -Policies and procedures - Vendor management and sourcing - Employee training and development	August	HRM	On going
3		HR Compliance Risks (Processes/controls to keep a company out of trouble. – Note: reducing these risks has little bearing on being able to “make the business better.”)	2	2	3	7	3	- Regulatory compliance - Fraud	December	HRM	On going
4		HR Financial Risks (Global organizations view this, along with compliance, as the most traditional categories of risk)	3	2	3	8	2	Equity/incentivecompensation	December	HRM	On going

Key	Likelihood	Severity	Level of Control	Reviewed and approved by:
1	Very unlikely	Minor impact on cost, schedule, performance, etc.	Essentially avoidable through selected risk mitigation actions	
2	Somewhat likely	Moderate impact on cost, schedule, performance, etc.	Highly controllable through organization or project actions	
3	50/50 Chance	Significant impact on project baselines	Moderately controllable through organization or project actions	
4	Highly likely	Very significant impact on project baselines	Largely uncontrollable by the organization or project actions	
5	Nearly Certain	Disastrous impact, probable project failure	Uncontrollable by the organization or the project	