

COMPENSATION & HUMAN RESOURCES COMMITTEE CHAIR POSITION

The Chair of the Compensation & Human Resources Committee (the "Committee") will be appointed by the Board of Directors and will meet the independence requirements pursuant to the corporate governance practices of Enerplus Corporation ("Enerplus").

RESPONSIBILITIES

1. Leadership

- Provides independent leadership to the Committee in fulfilling the duties and responsibilities set out in the Committee's charter.
- Ensures that the Committee members discharge their duties as effectively as possible.
- Ensures that the Committee is composed entirely of independent directors.
- Ensures that any advisors to the Committee are independent and are retained with prior approval of the Board.
- Ensures that resources and proper expertise are made available to the Committee and its members.

2. Committee Meetings

- Ensures that the Committee meets as scheduled and as may be required.
- Chairs all meetings of the Committee including meetings with the external independent advisors without management present.
- Ensures that all items to be brought forward at the meeting are recorded on the proposed agenda.
- Has the agenda approved by all Committee members.
- Ensures that all items recorded on the agenda are fully discussed in a timely manner.
- Encourages the members to frankly express their views and facilitates open discussion of all pertinent issues.
- Mediates any dissent within the Committee and between the Committee and management and strives to achieve consensus where possible.
- Ensures that, if appropriate, the members meet, independently of management, with the external independent advisors following a meeting of the Committee where such independent advisors are in attendance, and as required.
- Ensures that the Committee meets, independently of the external independent advisors, with management.
- Chairs any in-camera sessions of the Committee.
- Presents a verbal or written report regarding the Committee meetings/discussions at the next scheduled meeting of the Board.