Division 3-1

Request:

Referring to the testimony of Horan, p. 6 of 44 (lines 9-11), when did the Company first perform an analysis to determine whether and when it would be facing operating challenges as a result of electric and gas workers reaching retirement age?

Response:

In the summer of 2016, National Grid established a strategic workforce planning capability within the Human Resources department, at which time the Company commenced a strategic workforce planning pilot to perform a retirement analysis. The pilot results first became available in September 2016. The lessons from the pilot served as the basis for the creation of the current modeling tools and the performance of subsequent quarterly workforce planning analyses.

Division 3-2

Request:

When was the "analytical tool" referenced in the testimony of Rosario, Amaral, and Constable (p. 29 of 75) first developed? Please also describe the analytical tool and how it provides estimates.

Response:

An early version of the analytical tool was first created during a strategic workforce planning pilot conducted in the summer of 2016. Following the pilot, more sophisticated versions of the tool were developed. The analytical tool is an Excel based model, which is populated with employee data from National Grid's SAP system. Historical data used in the analysis include employee exit and retirement rates from the preceding five-year period. Calculations are performed using the historical employee data to derive forecasts of employee exits and retirements across many different cross-sections of the Company's employee base, such as by job group, cost center, or region.

Division 3-3

Request:

Prior to the development of the analytical tool referenced in the testimony of Rosario, Amaral, and Constable (p. 29 of 75), did the Company perform any other type of analysis to predict workforce capacity and retirement rates? If so, please provide a copy and explain the analysis. If not, please explain why not.

Response:

Prior to the development of the analytic workforce planning tool, the Company monitored employee exits and retirements on a continuous basis, hiring and managing staff to meet operating requirements based on projected workloads. Planning to historical turnover rates, the Company was able to maintain adequate staffing levels without experiencing material degradations in experience levels on a year-to-year basis. With the changing demographic in the workforce and the expection of increased retirements over the next five to ten years, National Grid identified the need to create a strategic workforce planning capability to support the organization. This effort is designed to focus on the use of greater workforce intelligence and data analytics to examine resource supply and demand trends associated with external hiring markets among other inputs.

Division 3-4

Request:

Referring to the testimony of Horan, p. 6 of 44 (lines 13-16), when did the Company first come to the conclusion that if the Company did not begin to take steps to hire, train, and qualify workers to replace employees that retire, it will be impossible to keep up with system maintenance and construction activities to serve customers? Please provide documentation for this timeframe, if any exists.

Response:

The challenge of an aging workforce is a dynamic that has been recognized across the utility industry for some time as an issue that would need to be confronted at a future point in time. As the Company discussed in the pre-filed direct testimony of Company Witnesses Raymond J. Rosario, Jr., Alfred Amaral III, and Ryan M. Constable, a disproportionately large percentage of utility workforces were hired at the operating level in the 1970s and 1980s as utility systems were built out to address suburban population growth. Although employee populations are subject to ebb and flow over the long-term, utilities generally employ substantial complements of employees who have remained with the utility over their careers. These employees are now reaching retirement age.

As discussed in the Company's response to Division 3-1, National Grid recognized in 2016 that this trend was reaching a critical mass and that additional analysis and planning would be required to meet that challenge without any detrimental impact to ongoing operations. Therefore, in the summer of 2016, National Grid established a strategic workforce planning capability within the Human Resources department for the purpose of commencing work on the development of a comprehensive analytical approach plan and prepare for burgeoning employee retirements. The recognition that a more strategic, analytical focus to workforce planning on retirements was needed stemmed in large part from the fact that utility workers require multiple years of training before they are capable of performing the full range of work needed to maintain the gas or electric system on a safe and reliable basis. Thus, the intersection of a three- to five-year training cycle and a five- to ten-year range of pending, bulk retirements caused National Grid to initiate its workforce planning effort. With the benefit of the analytical tools that National Grid has developed, the Company is now preparing quarterly workforce planning analyses to guide its efforts on maintaining adequate staffing levels of qualified personnel over time.

Division 3-5

Request:

Please provide copies of any memos, emails, reports, presentations, or other communications at the Company or at the National Grid USA Service company that reference, discuss, or identify that the Company would be confronting a retirement problem, as described in the testimony of Horan at p. 6 of 44?

Response:

Please see the Company's responses to Division 3-1 and Division 3-4 for an explanation of the reasons that National Grid has initiated in-depth analysis of workforce planning issues. There are an unquantifiable number of materials that could "reference, discuss, or identify" the fact that there is a pending mass of employee retirements, therefore the Company is limiting the response to the Company's workforce planning efforts. Attachment DIV 3-5-1 provides the Strategic Workforce Planning Pilot Results from September 2016. This document provides substantial detail on the parameters for National Grid's analysis of workforce planning issues, including resource supply, demand, and associated staffing gaps arising from retirement trends.

In addition, Attachment DIV 3-5-2, Attachment DIV 3-5-3, and Attachment DIV 3-5-4 provide on-going updates on the Company's workforce planning efforts.

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# Strategic Workforce Planning
## Pilot Results

September, 2016

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# Objectives

- Overview of SWP Pilot - in-depth view of methodology and demand tool
- Deep dive into supply analysis for US pilot
- Deep dive into demand & gap analysis for US pilot
- Overview of Capability analysis as time permits

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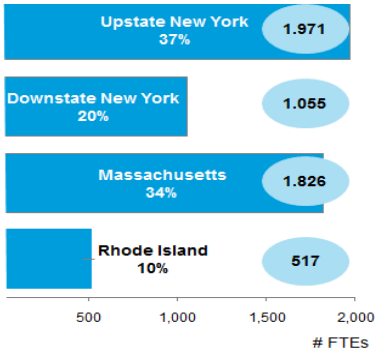
# Shaping our Future
# Strategic Workforce Planning Pilot Background

## a. What is SWP?

- Methodology that aims to deliver ***the right workforce at the right time***
- Combines quantitative analysis and future scenario modelling to ***determine people risks to the business strategy & how to mitigate them***

## b. What was the pilot scope?

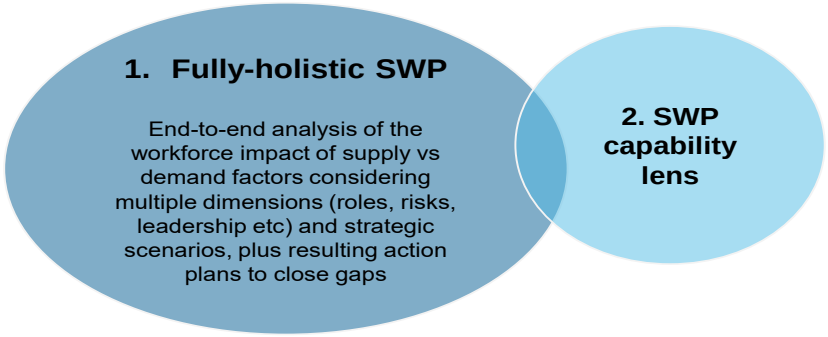
- 3 US jurisdictions
- 5,386 FTE




## c. Why include SWP in the Capability workstream?

1. Brings a quantitative **capacity dimension** to the assessment of people capability
2. An **enduring methodology for monitoring / acting on capacity gaps**, as they evolve in the face of changing business demands/strategies

## d. Proportionate volume/value of pilot output?






**Draft—for discussion only**

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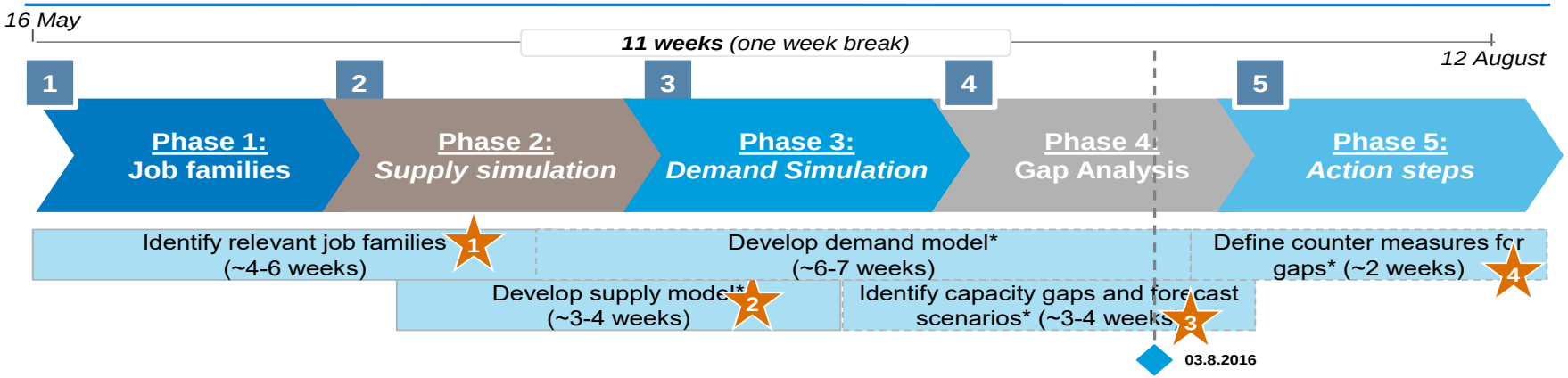
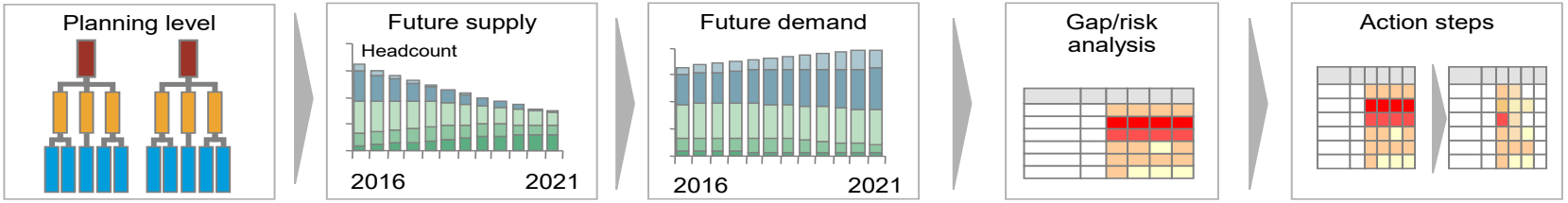
# SWP approach and output for our 10 week approach




- All job roles in business are clustered into role clusters, job families and job groups
- Focus on skills not employees
- Cluster aggregation based on time to transfer

- Various supply simulations for workforce basis 2016
- Assumptions on attrition & retirement derived from historical business data

- Driver logic for simulation of workforce demand based on business strategy and external drivers
- Simulation of various demand scenarios and refining of demand tool

- Orchestration of supply & demand scenarios
- Identification of capacity gaps and business risks

- Evaluation of gap analysis
- Derivation of action steps and HR measures
- Preparation for roll out

X Key interfaces CWS



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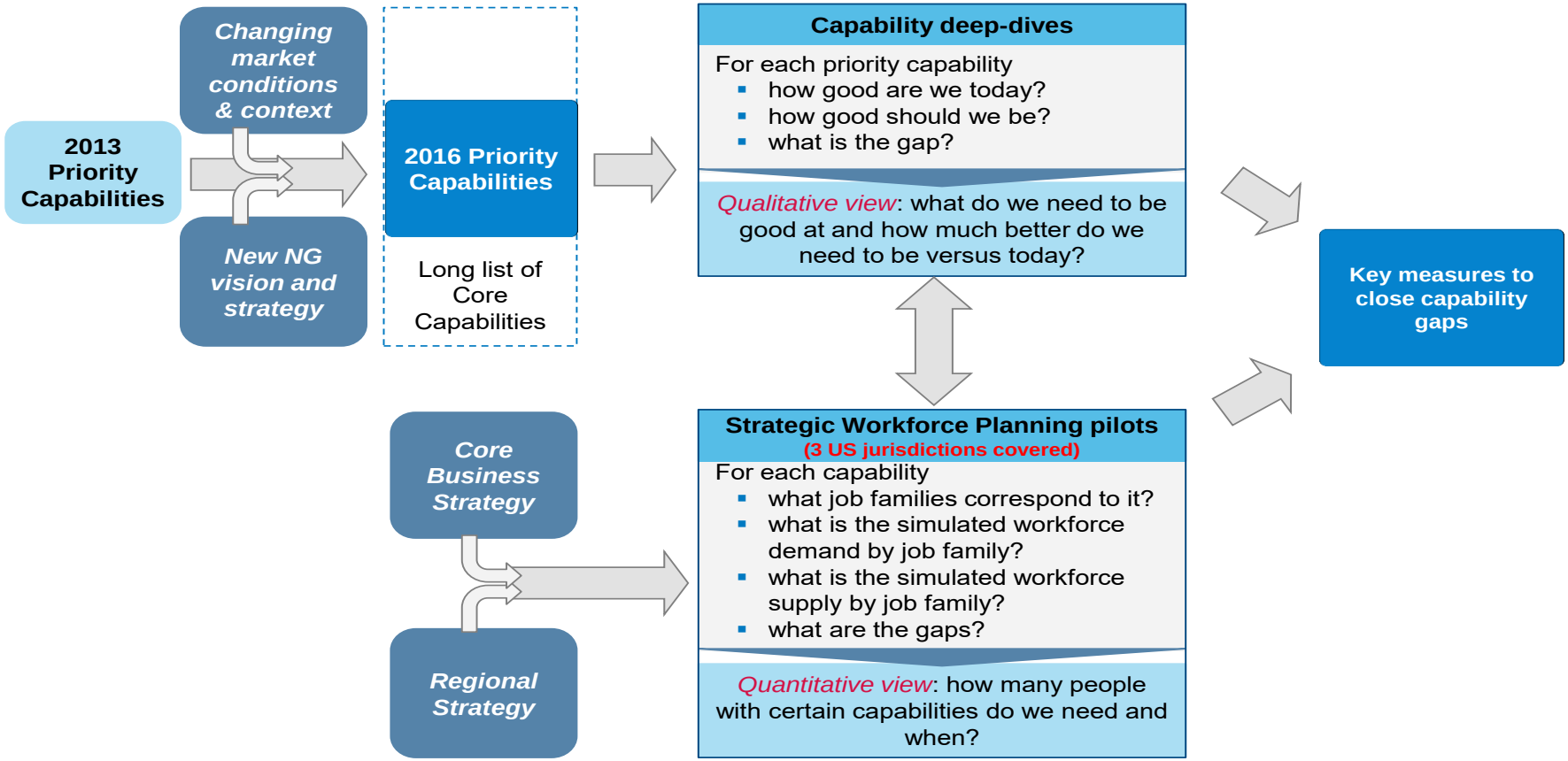
# Different inputs into the SWP workstream – a snapshot



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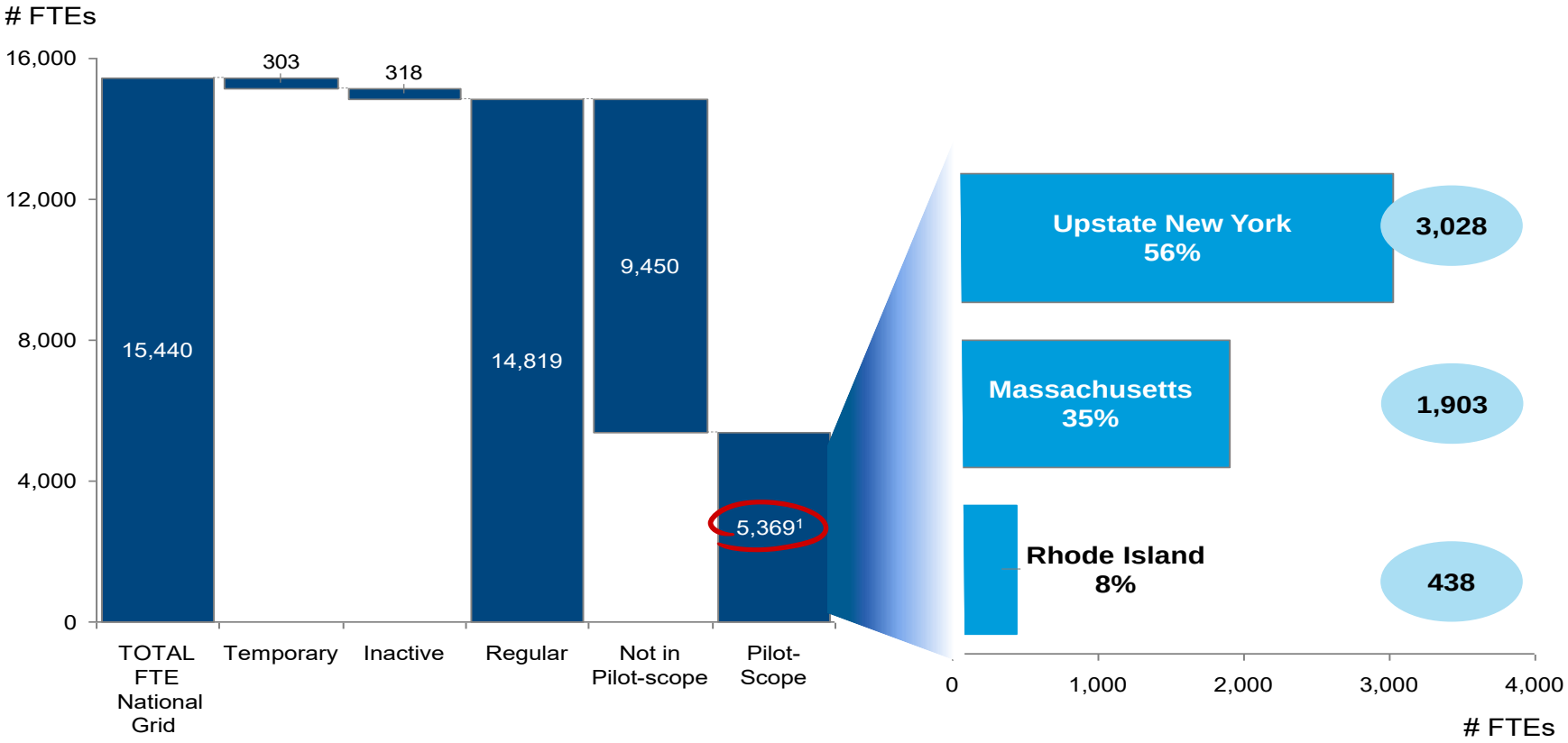
# Out of 15k FTEs only 5,4k FTE in pilot focus for supply




Source: SWP project team
1) In Demand and Gap analysis following role clusters are out of scope: Chauffeur Driver, CMS Dispatch, CMS Meter Reader, CMS Meter Service



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Skill Clustering

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# Skill Cluster established to design exchangeability logic

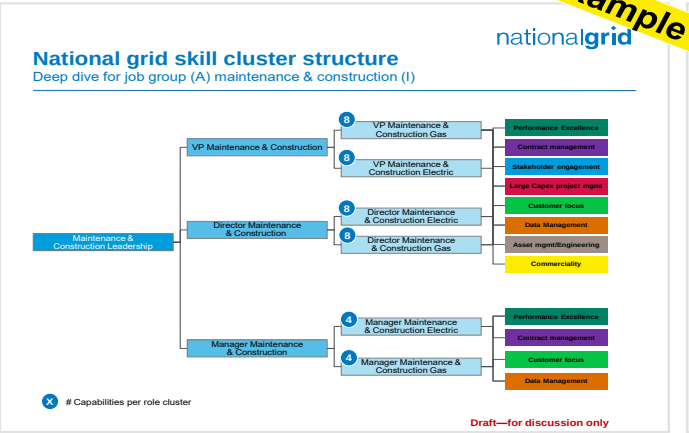
## Ground rules for skill clustering

- Focus on jobs, not employees
- Focus on minimum job requirements
- Analysis of average skill requirements
- Pragmatic, practice-oriented clustering

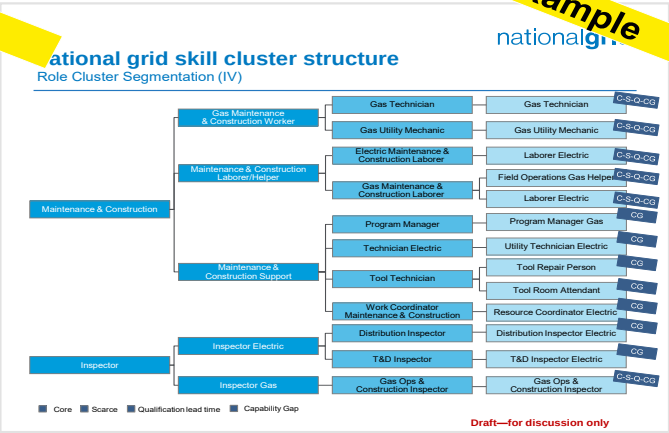
## Job roles are aggregated to job families and job groups

11 Job group A → 19 Job group B → 38 Job family → 65 Role cluster → 346 Job role

Example




Example



Skill Clustering

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# Role Segmentation serves as risk indicator

## Combination between the different clusters possible

### C-S-Q-CG logic is applied to role clusters

- The different segmentation criteria point to role clusters with potential risks for undersupply in the future
- The more segmentation criteria a role cluster hits, the closer it needs to be monitored by strategic workforce planning

| | |
|---|---|
| **Core** | Role clusters that are **crucial** for an **ongoing operational productivity and profit** of the organization. |
| **Scarce** | Role clusters that are **short in supply both internally and externally** on the labor market. |
| **Quali-fication** | Any role that **requires in-house technical training or qualification time for more than 2 years** prior to commencing the role. |
| **Capability Gap** | Role clusters that hit one or more of the capabilities with **high gaps** between current and target state (2 levels on a scale of 1 to 4) get flagged for **focus of strategic priority** |

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# Different supply parameters considered

## Parameters for supply simulation

**Attrition**

- Differentiated by age groups
- To be done on constant or differentiated values

**Retirement age**

- Definition of constant value for analysis period
- Differentiation according to Jurisdiction (Mgmt) and Union Local (Union-Member)

## Age group attrition rates USA

Attrition

| Age Groups | 2014 | 2015 | Average |
|---|---|---|---|
| <25 | 1.4% | 2.3% | **2.0%** |
| 25 - 29 | 2.7% | 2.4% | **2.5%** |
| 30 - 34 | 1.0% | 2.4% | **1.7%** |
| 35 - 39 | 0.8% | 1.8% | **1.3%** |
| 40 - 44 | 0.6% | 1.2% | **0.9%** |
| 45 - 49 | 0.9% | 0.9% | **0.9%** |
| 50 - 54 | 0.8% | 0.9% | **0.8%** |
| 55 - 59 | 0.5% | 0.4% | **0.5%** |
| 60 - 64 | 0.4% | 0.8% | **0.6%** |
| 65 - 70 | 0.0% | 1.4% | **0.6%** |
| 70+ | 0.0% | 0.0% | **0.0%** |
| **TOTAL** | **0.9%** | **1.3%** | **1.1%** |

Retirement

| Age (Ø 2011-2015) | Management by Region | Union Local ID |
|---|---|---|
| 60 | RI, NY-Upstate | IBE3, TUW101 Utility |
| 61 | MA | IBE97 NY BlueBk, UWU369, USW12431-01, BUW322 Monson, ... |
| ... | .... | |

**Averaged Attrition rates (2014-2015) considered for modeling of supply side**

Source: SWP project team, BCG analysis
US Full SWP Results incl. HR actions_vfd.pptx

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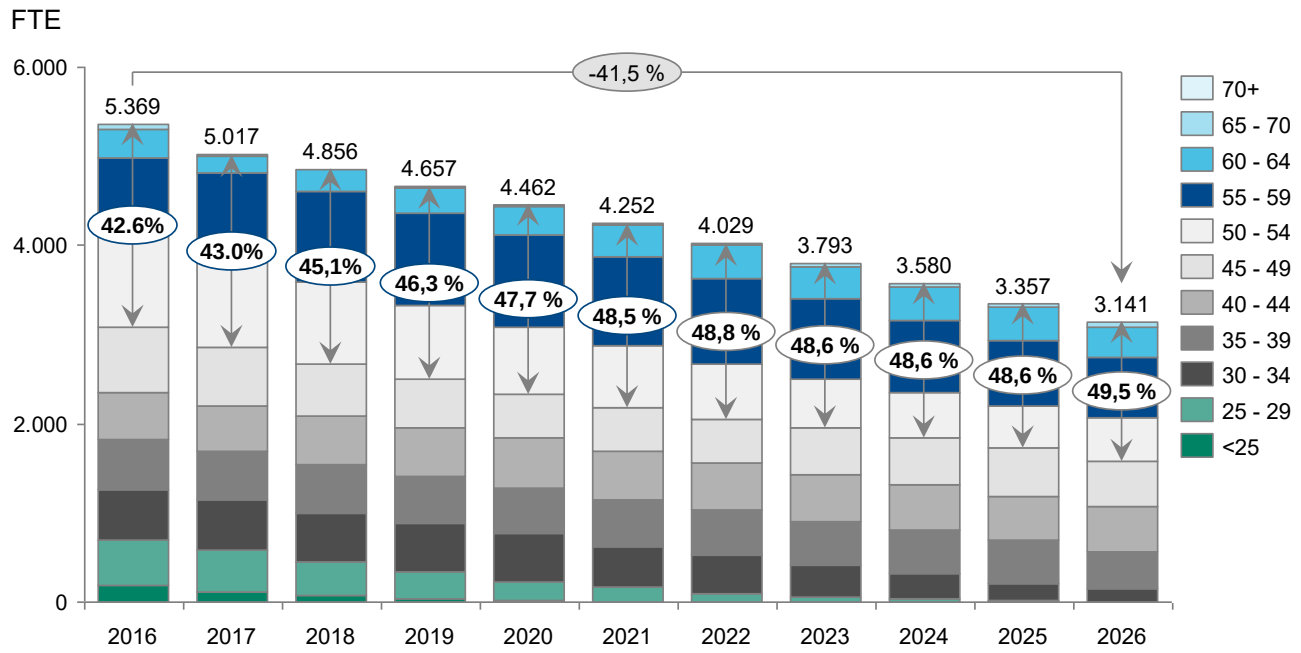
# Base Case overall: 42% workforce decline by 2026, while >50 age group growing relatively




**Attrition**

- Average Attrition rate of the last 2 years for every age group:
  0-24: 2.0%, 25-29: 2.5%, 30-34: 1.7%, 35-39: 1.3%, 40-44: 0.9%, 45-49: 0.9%,50 – 54: 0.8%, 55-59: 0.5%, 60-64: 0.6%, 65-70: 0.6%, 70+: 0%

**Retirement[1]**

- 3yrs.- Average according to Union Local and Management by Region[1]

1) MGMTNew York Central, MGMTNew York East, MGMTNew York West, MGMTNew York, MGMTRhode Island, PTCMRhode Island, IBE3, TUW101 Utility: 60, MGMTMassachusetts, PTCMMassachusetts, MGMTNew Hampshire, IBE97 NY BlueBk, UWU369, USW12431-01, BUW322 Monson: 61, BUW318, UWU369 Northbor, USW12012-04, IBE486D Telecom, IBE486F Lebanon, USWA12003, IBE1465 Somrst: 62, MGMTNew York City, MGMTLong Island, USWA13507, BUW310 ProvElec, BUW 330 Worcest, IBE326: 63, IBE486G Northbo, BUW317 Beverly, BUW317 Beverly: 64, IBT251, UWU369, IBE1381, IBE486E Northam: 65, BUW 329 Hopedal, BUW350, TUW101 Utility, TUW101Utly Cler: 66, UWU369 Nantucke, IBE486B GB&NAd, IBE1049: 68, BUW310 Cumb Gas: 69
Source: SWP project team



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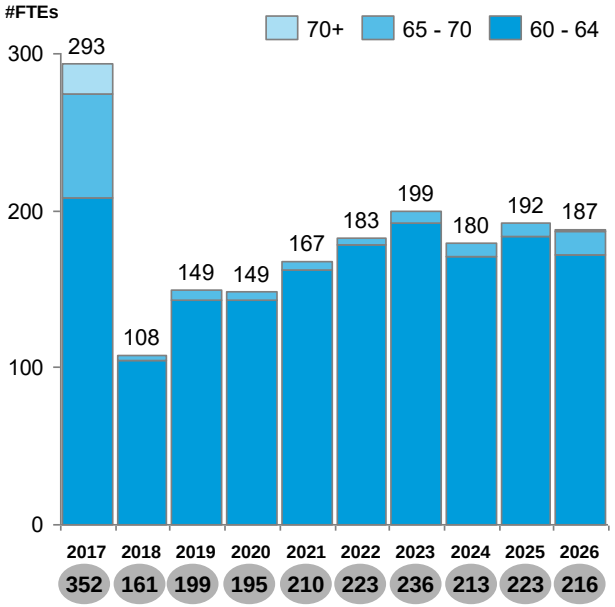
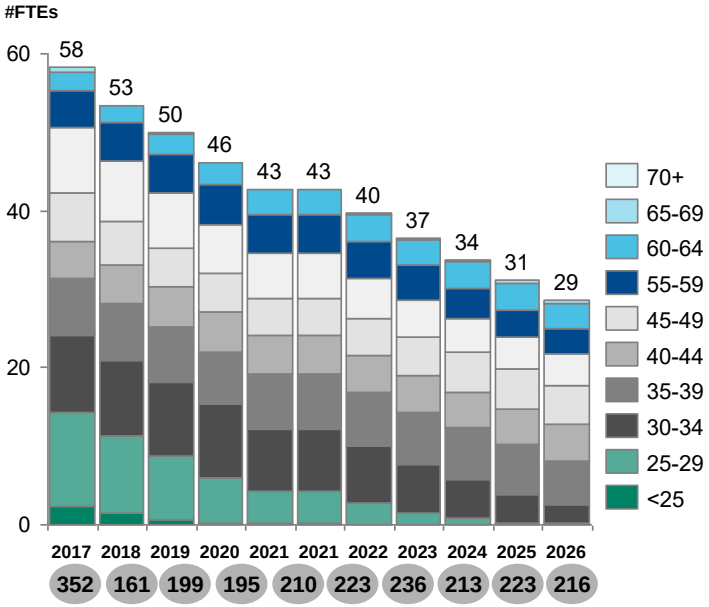
# Retirement accounts for ~80% of total leavers

## Retirement distribution until 2026




## Attrition distribution until 2026




XXX # total FTE leaving

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# Scenarios defined for sensitivity analysis

## Suggestion is to take the age group specific rates for modeling

### Base Case A

**Description**

**Current Attrition**
- Attrition rate mostly stays as current level
- Retirement due to defined link to union local and management average

**Parameters**

- Average Attrition rate of the last 2 years for every age group:
  0-24: 2.0%
  25-29: 2.5%
  30-34: 1.7%
  35-39: 1.3%
  40-44: 0.9%
  45-49: 0.9%
  50 – 54: 0.8%
  55 – 59: 0.5%
  60 – 64: 0.6%
  65 – 70: 0.6%
  70+: 0%

### Economic downturn B

**Description**

**Economic crisis in USA**
- Economic growth will slow down compared to the past decade
- # of attractive job opportunities to diminish, job security becomes an asset

**Para-meters**

- Attrition rate reduction: 50% lower for each age group

### Economic uplift C

**Description**

**Economic growth accelerates**
- The economy will grow faster than current estimate
- Employees will be attracted by new opportunities
- Attrition to increase for each age group

**Para-meters**

- Attrition rate increase: 50% for each age group

### Retaining C-S-Q-CG employees D

**Description**

**Retaining C-S-Q-CG talents**
- Effective talent management will result in lower attrition for core, scarce, qualification time and capabilitiy gap employees
- Differentiation of improvement effects per skill category

**Para-meters**

- For all C-S-Q-CG employees, attrition reduction: 50% lower than average for National Grid USA

### Competitor launches campaign for apprentices E

**Description**

**Competitor launches takeover campaign targeting apprentices**
- A competitor is launching a campaign targeting skillset matching apprentices from NG
- Attrition increases among workforce younger than 25

**Para-meters**

- Attrition rate increase: 10% for workforce younger than 25 years

### Headhunt for core workforce F

**Description**

**Competitor is headhunting core workforce**
- A major competitor is stealing some of NG's core workforce due to more attractive payment
- Attrition increases due to terminations

**Para-meters**

- Attrition of Electric Line Workers and Gas Mechanics rises to 5%, Electric Substation Maintenance Mechanics to 3%

### Retirement age raised G

**Description**

**New government raises retirement age**
- As a reaction to economical crisis and an aging society, government launches new law, raising retirement age by 2 yrs.

**Para-meters**

- Retirement age is raised by 2 years in all jurisdictions

Note: For all scenarios Retirement age according to Union Local and Management based on region
Source: SWP project team

US Full SWP Results incl. HR actions_vfd.pptx

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# Supply Analysis Results

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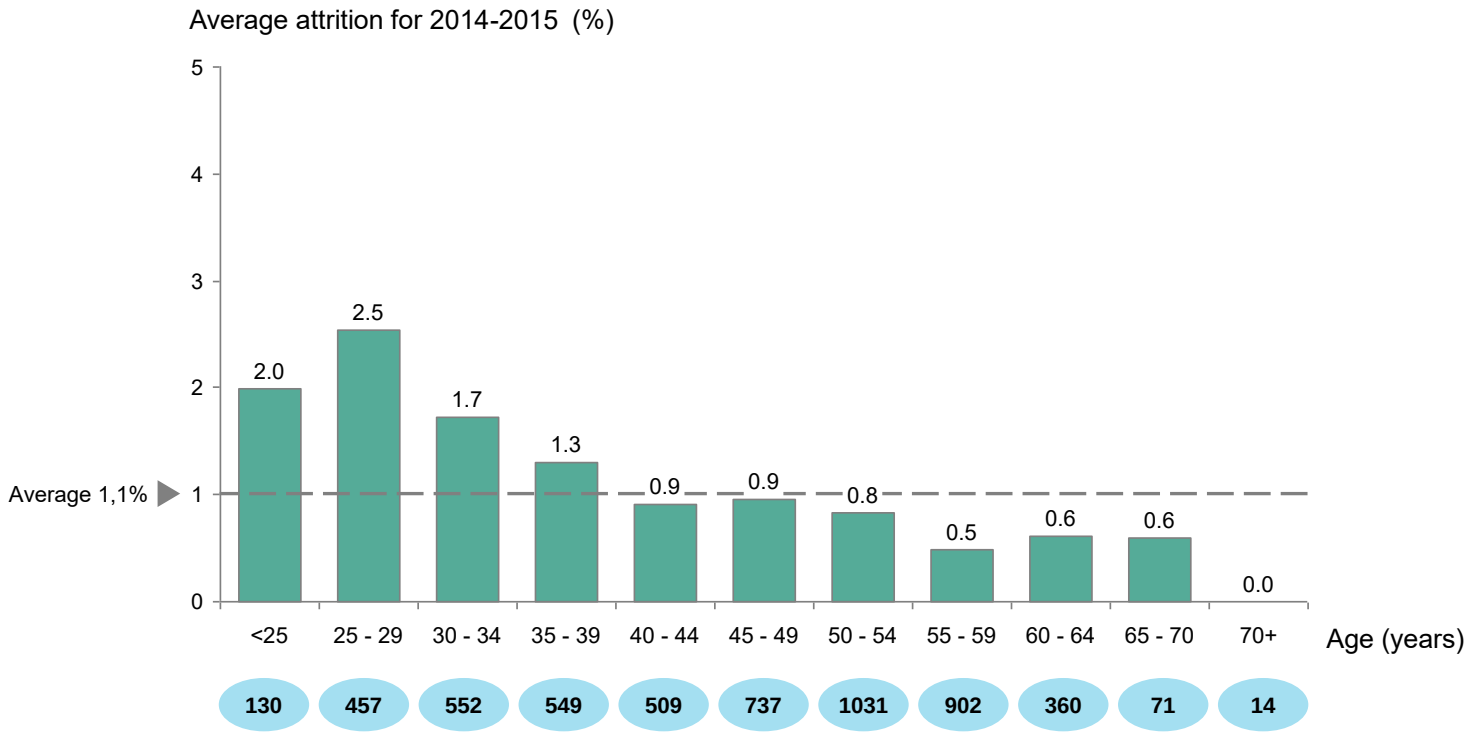
# Historic attrition overall calculated for age groups




XXX -# of FTEs, Average 2015

1) Weighted average turnover – considering all 3 Jurisdictions (NY, MA, RI)

US Full SWP Results incl. HR actions_vfd.pptx

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# Retirement age differs by Region and Union Local ID

| Average Retirement Age (2011 – 2015) | Region-Scheme (Management) | Union Local ID (Union Members) |
|---|---|---|
| 60 | MGMTNew York Central, MGMTNew York East, MGMTNew York West, MGMTNew York, MGMTRhode Island, PTCMRhode Island | IBE3, TUW101 Utility |
| 61 | MGMTMassachusetts, PTCMMassachusetts, MGMTNew Hampshire | IBE97 NY BlueBk, UWU369, USW12431-01, BUW322 Monson |
| 62 | | BUW318, UWU369 Northbor, USW12012-04, IBE486D Telecom, IBE486F Lebanon, USWA12003, IBE1465 Somrst |
| 63 | MGMTNew York City, MGMTLong Island | USWA13507, BUW310 ProvElec, BUW 330 Worcest, IBE326 |
| 64 | -- | IBE486G Northbo, BUW317 Beverly, BUW317 Beverly |
| 65 | -- | IBT251, UWU369, IBE1381, IBE486E Northam, |
| 66 | -- | BUW 329 Hopedal, BUW350, TUW101 Utility, TUW101Utly Cler, |
| 67 | -- | -- |
| 68 | -- | UWU369 Nantucke, IBE486B GB&NAd, IBE1049 |
| 69 | -- | BUW310 Cumb Gas |

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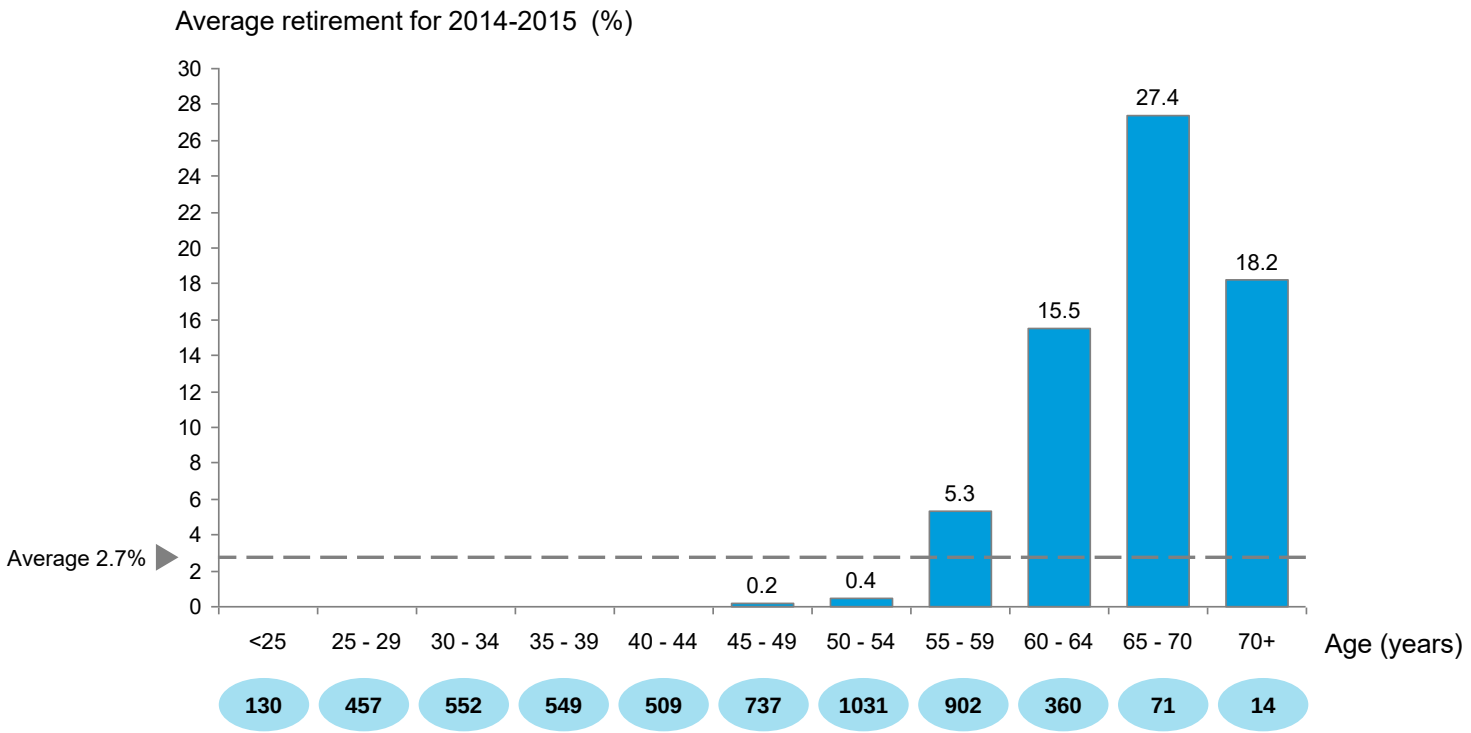
# Retirement historically highest between 65 and 70




XXX # of FTEs, Average 2015

1) Weighted average turnover – considering all 3 Jurisdictions (NY, MA, RI)

US Full SWP Results incl. HR actions_vfd.pptx

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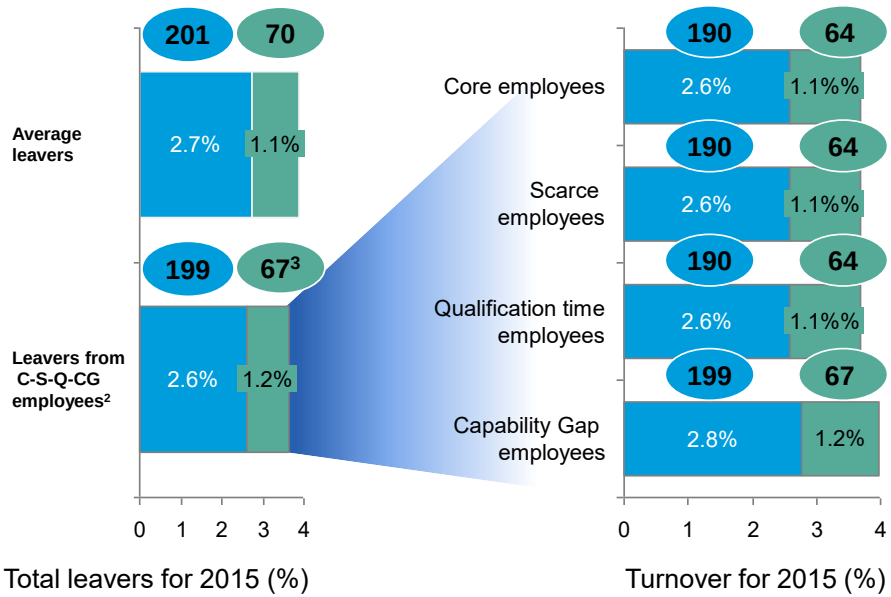
# C-S-Q-CG attrition and retirements overall[1]

## Attrition and retirement of C-S-Q-CG employees 2014-2015[1]




XXX - # of FTEs due to attrition in 2015 XXX - # of FTEs due to retirement in 2015

## Examples of C-S-Q-CG positions

- Electric Cable Splicer, Electric Line Worker , Gas Engineer, Gas Instrum & Reg
- Laborer Electric , Laborer Gas, Manager Distribution Design Electric, Manager Maintenance & Construction Electric
- Supervisor Distribution Design Electric, Gas Auxiliary Operations, Equipment Operator Underground
- Field Trainer Gas, Electric Substation Maintenance Mechanic , Field Supervisor Gas

1) Weighted average turnover 2014-2015 – considering all 3 Jurisdictions (NY, MA, RI)
2) C-S-Q-CG turnover is turnover of employees which are flagged as core, scarce, qualification time or capability gap
3) Some job titles may have several labels in all combinations, that is why they don't add up, absolute leavers represent 2015
Source: HR data from National Grid, SWP team

US Full SWP Results incl. HR actions_vfd.pptx

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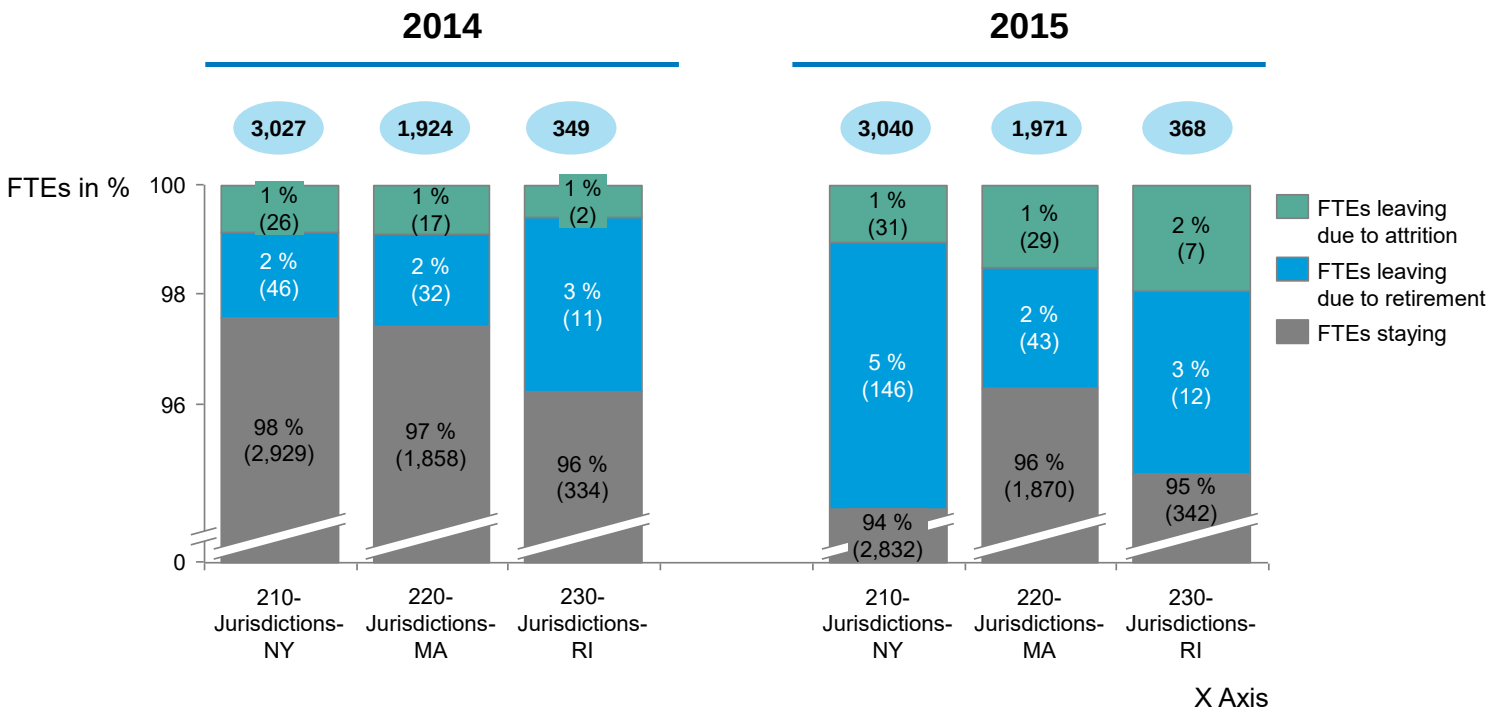
# No major differences of relative leavers overall between Jurisdictions




XXX # of FTEs total in Jurisdictions, Average 2015

Note: Attrition numbers from last 2 years available, The number of FTE for average of 2015
Source: HR data National Grid, SWP project team

US Full SWP Results incl. HR actions_vfd.pptx

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A-RI

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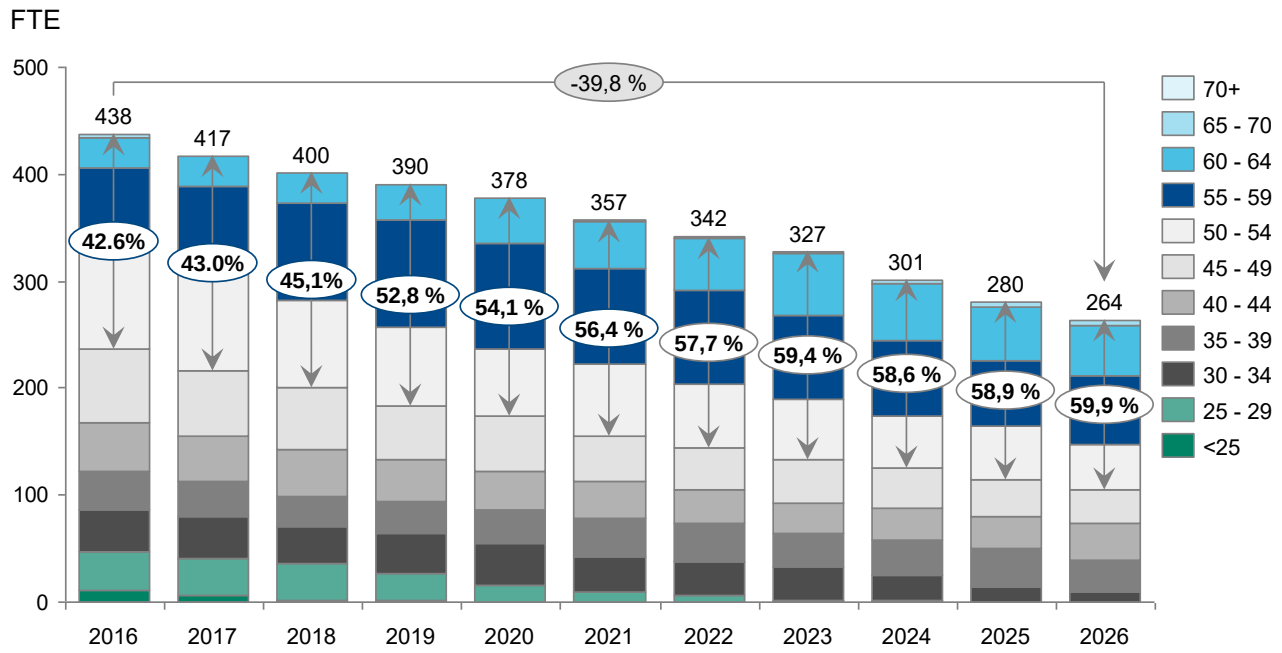
# Base Case RI: ~40% workforce decline by 2026, while >50 age with peak in 2023




**Attrition**

- Average Attrition rate of the last 2 years for every age group:
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**Retirement[1]**

- 3yrs.- Average according to Union Local and Management by Region[1]

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Source: SWP project team



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A-RI

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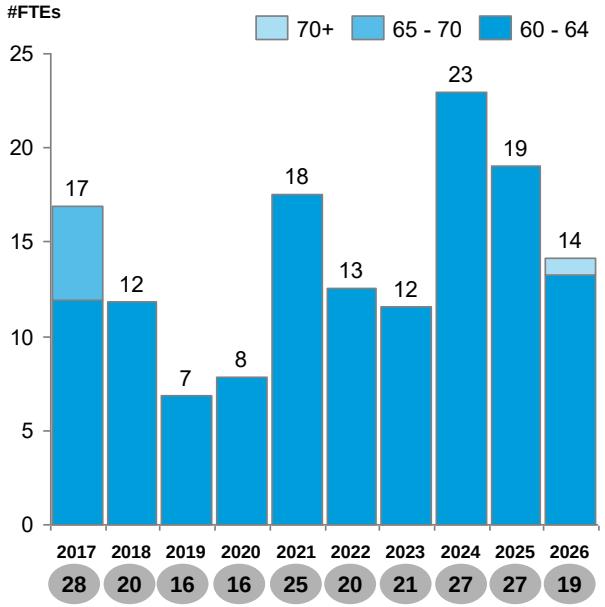
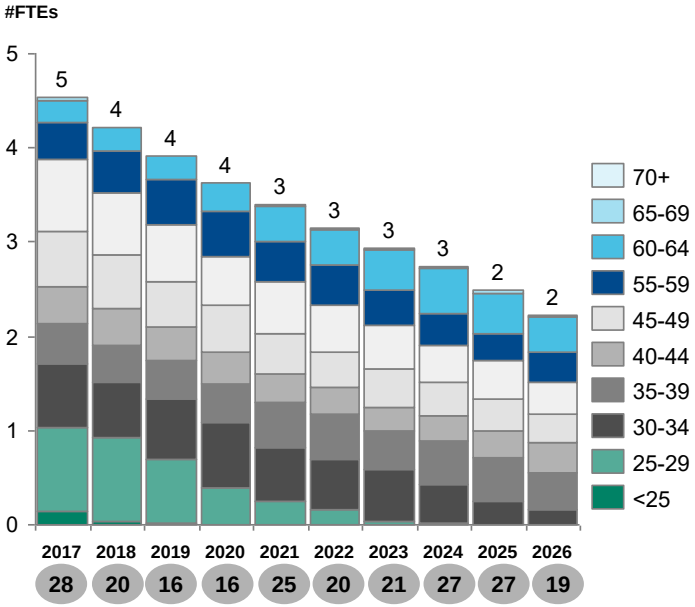
# Retirement accounts for ~81% of total leavers

## Retirement distribution until 2026




## Attrition distribution until 2026




XXX # total FTE leaving

# WORKFORCE PLANNING

## Rhode Island

**Workforce Supply Analysis** – Based on June 2016 HR Population Data

Version 1.0

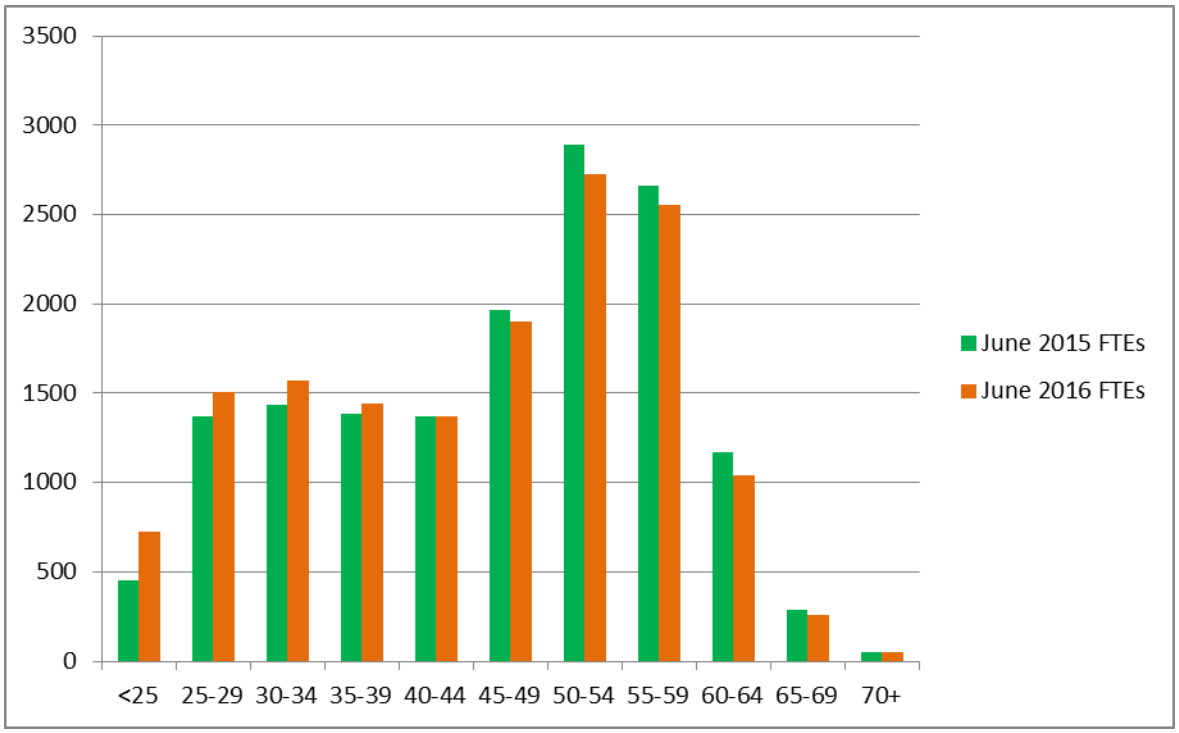
October 31, 2016

## Entire US Business

## Trending Age Demographics

## June 2015 – June 2016

- Ages 45 – 69 trending downward while <25 through 39 trending upward




| Age | June 2015 FTEs | June 2016 FTEs |
|---|---|---|
| <25 | 451 | 726 |
| 25-29 | 1,368 | 1,505 |
| 30-34 | 1,435 | 1,570 |
| 35-39 | 1,388 | 1,441 |
| 40-44 | 1,368 | 1,369 |
| 45-49 | 1,963 | 1,903 |
| 50-54 | 2,893 | 2,729 |
| 55-59 | 2,661 | 2,556 |
| 60-64 | 1,172 | 1,042 |
| 65-69 | 289 | 262 |
| 70+ | 50 | 51 |
| | 15,038 | 15,154 |

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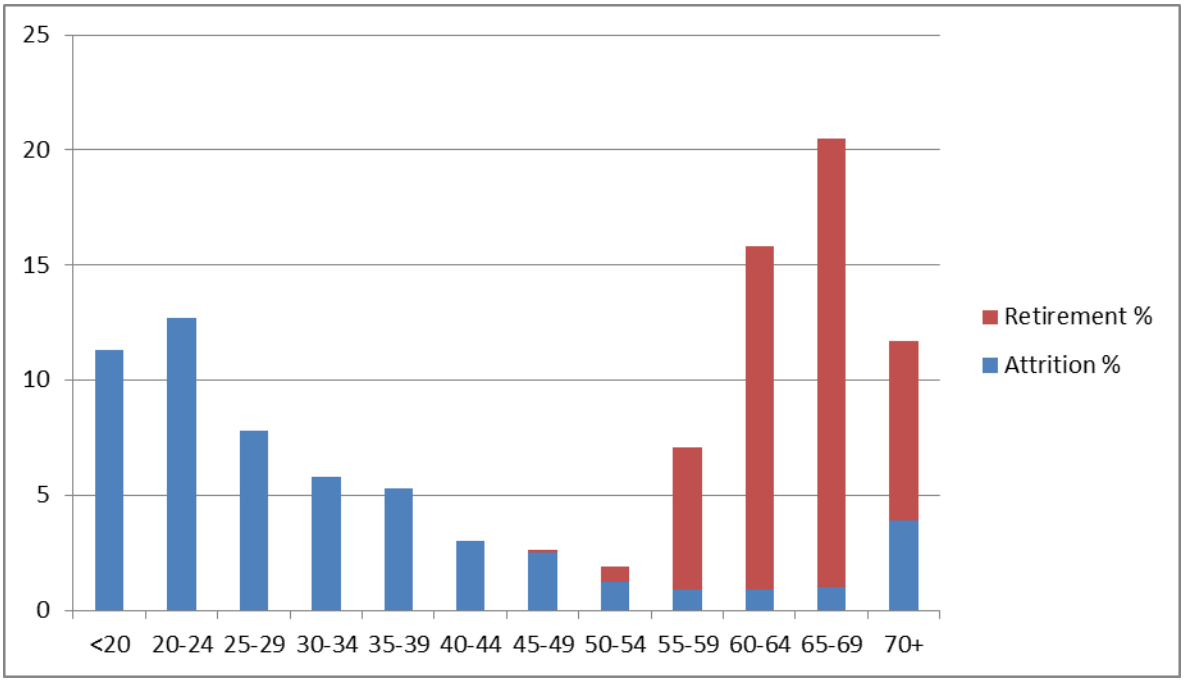
# Entire US Business

## Attrition & Retirement Rates FY15

- Attrition remains highest among ages 20 - 29
- Highest percentages of Retirements are between ages 60 - 69




| April 2015 - March 2016 | | | | |
|---|---|---|---|---|
| **Age** | **FTEs** | **Attrition %** | **Retirement %** | **All exits %** |
| <20 | 9 | 11.3 | 0 | 11.3 |
| 20-24 | 453 | 12.7 | 0 | 12.7 |
| 25-29 | 1,409 | 7.8 | 0 | 7.8 |
| 30-34 | 1,517 | 5.8 | 0 | 5.8 |
| 35-39 | 1,402 | 5.3 | 0 | 5.3 |
| 40-44 | 1,373 | 3 | 0 | 3 |
| 45-49 | 1,859 | 2.5 | 0.1 | 2.6 |
| 50-54 | 2,769 | 1.2 | 0.7 | 1.9 |
| 55-59 | 2,699 | 0.9 | 6.2 | 7.1 |
| 60-64 | 1,211 | 0.9 | 14.9 | 15.9 |
| 65-69 | 313 | 1 | 19.5 | 20.5 |
| 70+ | 56 | 3.9 | 7.8 | 11.7 |

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# Entire US Business – L03 Cost Center Level

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Cost Center

- Projected 10 year employee exits approaching 50%
- Jurisdictions, and portions of Finance, Operations and Customer have highest projected exits

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Corporate Functions** | | | | | | | | | | | |
| 460-Corporate Affairs | 48 | 4 | 6 | 10 | 13 | 15 | 20 | 22 | 23 | 24 | 26 |
| 470-Audit | 23 | 1 | 2 | 2 | 3 | 5 | 5 | 5 | 7 | 7 | 7 |
| 510-Strategy, Bus Dev & Tech | 38 | 2 | 1 | 1 | 2 | 2 | 4 | 6 | 9 | 10 | 14 |
| **Finance & Procurement** | | | | | | | | | | | |
| 320-US Finance | 1265 | 94 | 184 | 283 | 346 | 399 | 463 | 530 | 583 | 638 | 680 |
| 420-Global Finance | 109 | 7 | 13 | 18 | 24 | 26 | 27 | 38 | 44 | 49 | 53 |
| 450-Global Procurement | 79 | 8 | 16 | 24 | 32 | 35 | 38 | 41 | 44 | 43 | 43 |
| **Human Resources** | | | | | | | | | | | |
| 310-US Human Resources | 60 | 3 | 5 | 7 | 12 | 12 | 14 | 24 | 30 | 30 | 33 |
| 410-Global Human Resources | 75 | 6 | 12 | 17 | 23 | 27 | 31 | 35 | 41 | 52 | 53 |
| **Information Services** | | | | | | | | | | | |
| 330-Total US IS | 330 | 28 | 57 | 88 | 110 | 132 | 148 | 171 | 189 | 201 | 212 |
| **Legal** | | | | | | | | | | | |
| 340-US Legal | 72 | 4 | 7 | 11 | 13 | 20 | 27 | 30 | 32 | 36 | 40 |
| 440-Global Legal | 26 | 2 | 4 | 8 | 8 | 8 | 11 | 13 | 13 | 16 | 19 |
| 441-Senior Counsel Corporate | 22 | 1 | 2 | 4 | 7 | 7 | 7 | 10 | 9 | 11 | 12 |
| **US Functions** | | | | | | | | | | | |
| 110-Operations | 5341 | 404 | 721 | 1086 | 1393 | 1652 | 1893 | 2147 | 2396 | 2660 | 2893 |
| 160-Customer | 1440 | 97 | 170 | 253 | 310 | 356 | 421 | 492 | 551 | 614 | 662 |
| 170-Regulation & Pricing | 76 | 3 | 7 | 10 | 15 | 18 | 24 | 29 | 35 | 36 | 39 |
| **US Jurisdictions** | | | | | | | | | | | |
| US Jurisdictions L3 | 6150 | 246 | 618 | 848 | 1221 | 1480 | 1765 | 2069 | 2335 | 2646 | 2949 |
| **Grand Total** | **15154** | **910** | **1825** | **2669** | **3533** | **4193** | **4898** | **5660** | **6341** | **7074** | **7735** |

# Entire US Business – L04 Cost Center Level *(Page 1 of 2)*

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Cost Center

- Projected Shared Services exits driving higher Finance numbers at L03

| | FTE 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|
| **Corporate Functions** | | | | | | | | | | |
| 460-Corporate Philanthropy | 3 | 0 | 0 | 0 | 0 | 1 | 3 | 3 | 3 | 3 | 3 |
| 460-Federal Affairs | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 460-Government Relations | 8 | 1 | 2 | 4 | 4 | 4 | 7 | 7 | 7 | 7 | 7 |
| 460-Strategic Communications | 32 | 2 | 4 | 6 | 9 | 10 | 11 | 12 | 14 | 15 | 16 |
| 470-US Audit | 23 | 1 | 2 | 2 | 3 | 5 | 5 | 5 | 7 | 7 | 7 |
| 510-Business Development/M&A | 23 | 1 | 1 | 1 | 2 | 2 | 3 | 4 | 6 | 7 | 11 |
| 510-US Strategy & Technology | 15 | 1 | 1 | 1 | 0 | 0 | 0 | 2 | 3 | 3 | 3 |
| **Corporate Functions Total** | **109** | **7** | **9** | **13** | **19** | **22** | **29** | **33** | **39** | **41** | **46** |
| **Finance & Procurement** | | | | | | | | | | |
| 320-Business Partnering | 119 | 7 | 13 | 20 | 24 | 30 | 39 | 46 | 49 | 58 | 61 |
| 320-CFO Financial Services | 7 | 0 | 0 | 0 | 1 | 1 | 1 | 3 | 4 | 4 | 7 |
| 320-Corporate Finance | 10 | 0 | 0 | 1 | 3 | 3 | 3 | 3 | 4 | 4 | 4 |
| 320-Finance Excellence | 63 | 3 | 4 | 5 | 6 | 6 | 7 | 10 | 11 | 15 | 16 |
| 320-Finance Operations | 195 | 11 | 16 | 23 | 35 | 38 | 42 | 51 | 53 | 54 | 60 |
| 320-Shared Services | 869 | 72 | 150 | 232 | 276 | 319 | 369 | 415 | 459 | 500 | 530 |
| 320-USFP Business Improvement | 2 | 0 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 3 |
| 420-Business Resiliency | 4 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 3 |
| 420-Claims | 24 | 2 | 6 | 9 | 9 | 11 | 11 | 12 | 15 | 16 | 19 |
| 420-US Insurance | 7 | 0 | 0 | 0 | 1 | 3 | 3 | 3 | 3 | 4 | 5 |
| 420-US Investor Relations | 2 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 425-US Tax | 48 | 3 | 5 | 5 | 7 | 7 | 8 | 13 | 16 | 16 | 15 |
| 425-US Treasury | 24 | 1 | 2 | 2 | 3 | 3 | 3 | 6 | 7 | 10 | 10 |
| 450-Procurement Ops-UK | 6 | 1 | 2 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 450-Procurement Ops-US | 49 | 5 | 11 | 16 | 22 | 23 | 26 | 27 | 30 | 30 | 30 |
| 450-Procurement PEX | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 450-Procurement Strategy | 23 | 2 | 3 | 5 | 6 | 6 | 7 | 8 | 8 | 8 | 8 |
| **Finance & Procurement Total** | **1453** | **109** | **213** | **325** | **402** | **460** | **529** | **608** | **671** | **731** | **777** |
| **Human Resources** | | | | | | | | | | |
| 310-Comp, Benefits & Pensions | 13 | 0 | 1 | 1 | 2 | 2 | 3 | 5 | 8 | 8 | 8 |
| 310-HR SVP | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| 310-Inclusion & Diversity | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 310-Labor & Empl Relations | 18 | 1 | 1 | 2 | 3 | 3 | 3 | 8 | 9 | 9 | 11 |
| 310-Recruiting | 17 | 1 | 1 | 2 | 3 | 3 | 4 | 6 | 6 | 6 | 7 |
| 310-US HR Business Partner | 8 | 1 | 1 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 |
| 410-Global & US LTC | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 410-Global Academy | 69 | 6 | 12 | 17 | 23 | 27 | 31 | 35 | 41 | 52 | 53 |
| 410-Global HR Bus Partners | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Human Resources Total** | **135** | **9** | **17** | **24** | **35** | **39** | **45** | **59** | **71** | **81** | **86** |
| **Information Services** | | | | | | | | | | |
| 330-Corporate IS | 10 | 1 | 0 | 0 | 0 | 2 | 2 | 2 | 2 | 3 | 3 |
| 330-IS Commercial Supplier Mgmt | 15 | 0 | 1 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 330-IS Digital Risk & Security | 25 | 2 | 5 | 8 | 8 | 10 | 11 | 13 | 13 | 15 | 15 |
| 330-IS Physical Security | 60 | 12 | 23 | 30 | 36 | 39 | 40 | 44 | 44 | 46 | 47 |
| 330-IS Service Delivery | 139 | 9 | 19 | 33 | 42 | 52 | 58 | 73 | 80 | 84 | 91 |
| 330-LOCKED-IS Legacy Org | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 330-US IS | 80 | 5 | 8 | 12 | 19 | 25 | 33 | 34 | 43 | 48 | 51 |
| **Information Services Total** | **330** | **28** | **57** | **88** | **110** | **132** | **148** | **171** | **189** | **201** | **212** |
| **Legal** | | | | | | | | | | |
| 340-Legal-New England Regulatory | 24 | 1 | 2 | 3 | 3 | 6 | 10 | 10 | 9 | 11 | 11 |
| 340-Legal-NY Regulatory | 10 | 1 | 1 | 1 | 2 | 1 | 3 | 3 | 4 | 4 | 5 |
| 340-Legal-Operations | 11 | 1 | 1 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 7 |
| 340-Legal-Rhode Island Regulatory | 4 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| 340-Litigation, Environ & Employ | 21 | 1 | 3 | 4 | 6 | 8 | 11 | 12 | 13 | 15 | 15 |
| 340-US General Counsel-SVP | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 440-Internal Compliance | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 4 | 5 |
| 440-Records Mgmt & Reg Comply | 14 | 2 | 4 | 7 | 8 | 8 | 9 | 11 | 11 | 11 | 12 |
| 440-US Risk Management | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| 441-AGC&D-M&A | 7 | 0 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 4 |
| 441-AGC&D-US Corporate Commercial | 6 | 0 | 0 | 0 | 1 | 1 | 1 | 3 | 3 | 3 | 3 |
| 441-AGC-Financing | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 441-Legal-Real Estate | 8 | 0 | 0 | 1 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| **Legal Total** | **120** | **7** | **14** | **23** | **28** | **35** | **45** | **53** | **55** | **63** | **71** |

# Entire US Business – L04 Cost Center Level *(Page 2 of 2)*

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Cost Center

- Highest projected exits are in Electric and Gas Process & Engineering, Operations Support, and the four Us Jurisdictions

| | FTE 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|
| **US Functions** | | | | | | | | | | |
| 110-Control Center Ops | 346 | 20 | 38 | 60 | 86 | 105 | 131 | 151 | 176 | 191 | 208 |
| 110-Electric Process & Engineering | 936 | 73 | 135 | 197 | 249 | 287 | 321 | 371 | 410 | 468 | 525 |
| 110-Emergency Planning PMO | 14 | 1 | 1 | 1 | 3 | 4 | 5 | 8 | 8 | 11 | 11 |
| 110-Gas Process & Engineering | 2930 | 210 | 357 | 526 | 668 | 802 | 923 | 1041 | 1159 | 1278 | 1383 |
| 110-Operations EVP | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 110-Operations Support | 990 | 89 | 170 | 272 | 354 | 409 | 464 | 521 | 582 | 645 | 696 |
| 110-Safety, Health & Environment | 123 | 11 | 20 | 30 | 34 | 44 | 48 | 55 | 62 | 66 | 71 |
| 160-Advanced Data & Analytics | 14 | 1 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 160-Customer Assurance | 29 | 2 | 3 | 7 | 7 | 8 | 12 | 13 | 20 | 20 | 20 |
| 160-Customer Care | 656 | 43 | 69 | 94 | 114 | 128 | 151 | 174 | 191 | 211 | 231 |
| 160-Customer Engagement | 55 | 3 | 6 | 8 | 10 | 10 | 11 | 11 | 11 | 13 | 13 |
| 160-Customer Fulfillment | 166 | 13 | 24 | 33 | 39 | 46 | 50 | 53 | 61 | 70 | 78 |
| 160-Customer Leader | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 |
| 160-Energy Procurement | 71 | 4 | 5 | 7 | 9 | 11 | 14 | 16 | 16 | 21 | 24 |
| 160-Market Development | 104 | 8 | 13 | 17 | 20 | 23 | 30 | 37 | 43 | 44 | 47 |
| 160-Process & Performance | 56 | 3 | 6 | 11 | 14 | 17 | 18 | 26 | 26 | 28 | 29 |
| 160-Sales & Program Operations | 286 | 19 | 43 | 74 | 95 | 110 | 132 | 158 | 179 | 201 | 215 |
| 170-New England Pricing | 13 | 1 | 0 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 4 |
| 170-New England Revenue Reqmt | 14 | 0 | 0 | 0 | 1 | 3 | 3 | 5 | 7 | 7 | 8 |
| 170-New York Pricing | 11 | 1 | 1 | 3 | 3 | 4 | 4 | 5 | 7 | 7 | 7 |
| 170-New York Revenue Reqmt | 15 | 1 | 2 | 3 | 4 | 4 | 5 | 5 | 8 | 8 | 9 |
| 170-Reg Strategy & Int Analytics | 21 | 1 | 3 | 3 | 3 | 3 | 6 | 7 | 8 | 8 | 8 |
| 170-Regulation & Pricing SVP | 2 | 0 | 0 | 0 | 1 | 3 | 3 | 3 | 3 | 3 | 3 |
| **US Functions Total** | **6857** | **504** | **898** | **1349** | **1718** | **2026** | **2337** | **2667** | **2982** | **3310** | **3594** |
| **US Jurisdictions** | | | | | | | | | | |
| 200-Exec Director-US | 69 | 2 | 5 | 7 | 12 | 13 | 16 | 18 | 19 | 23 | 30 |
| 210-Jurisdictions-NY | 3074 | 117 | 316 | 446 | 653 | 783 | 935 | 1104 | 1239 | 1382 | 1532 |
| 220-Jurisdictions-MA | 1924 | 73 | 184 | 242 | 351 | 420 | 499 | 588 | 664 | 767 | 860 |
| 230-Jurisdictions-RI | 440 | 13 | 38 | 47 | 66 | 89 | 106 | 121 | 152 | 178 | 197 |
| 240-Jurisdictions-Fed | 643 | 42 | 75 | 107 | 139 | 175 | 210 | 237 | 260 | 295 | 331 |
| **US Jurisdictions Total** | **6150** | **246** | **618** | **848** | **1221** | **1480** | **1765** | **2069** | **2335** | **2646** | **2949** |
| **Grand Total** | **15154** | **910** | **1825** | **2669** | **3533** | **4193** | **4898** | **5660** | **6341** | **7074** | **7735** |

# Rhode Island - 10 Year Projection of total Exits (Attrition & Retirements)

## By: Job Group B Level

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Rhode Island** | | | | | | | | | | | |
| **Customer Relations** | | | | | | | | | | | |
| Community & Customer Relations | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Electric Engineering** | | | | | | | | | | | |
| Electric Engineering | 20 | 1 | 3 | 6 | 11 | 11 | 12 | 13 | 13 | 14 | 17 |
| Electric Engineering Leadership | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| Electric Engineering Supervision | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| **Electric Maintenance & Construction** | | | | | | | | | | | |
| Electric Maintenance & Construction Laborer/Helper | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Electric Maintenance & Construction Leadership | 6 | 1 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Electric Maintenance & Construction Supervision | 28 | 2 | 4 | 6 | 7 | 11 | 15 | 18 | 21 | 25 | 26 |
| Electric Maintenance & Construction Support | 11 | 1 | 1 | 1 | 1 | 3 | 4 | 4 | 5 | 7 | 7 |
| Electric Maintenance & Construction Worker | 246 | 6 | 18 | 24 | 31 | 40 | 45 | 55 | 68 | 87 | 100 |
| Electric Safety | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| **Executive** | | | | | | | | | | | |
| Executive Leadership | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Gas Engineering** | | | | | | | | | | | |
| Gas Engineering | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Gas Maintenance & Construction** | | | | | | | | | | | |
| Gas Maintenance & Construction Leadership | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 3 | 3 | 3 |
| Gas Maintenance & Construction Supervision | 21 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 6 |
| Gas Maintenance & Construction Support | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Maintenance & Construction Worker | 159 | 5 | 14 | 17 | 29 | 38 | 41 | 48 | 57 | 59 | 63 |
| Gas Safety | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Trainer | 2 | 0 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 3 | 3 |
| **Performance & Strategy** | | | | | | | | | | | |
| Performance & Strategy | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Process Excellence** | | | | | | | | | | | |
| Process Excellence | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| **Seasonal Intern** | | | | | | | | | | | |
| Seasonal Intern | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Support** | | | | | | | | | | | |
| Administrative Support | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 3 | 3 |
| Clerical Support | 3 | 0 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 4 | 4 |
| Electric Engineering Support | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Analyst Support | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| **Grand Total** | **520** | **16** | **48** | **65** | **91** | **119** | **141** | **164** | **196** | **229** | **250** |

# Rhode Island - 10 Year Projection of total Exits (Attrition & Retirements)

## By: Job Family

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Rhode Island** | | | | | | | | | | | |
| **Customer Relations** | | | | | | | | | | | |
| Community & Customer Relations Leadership | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Electric Engineering** | | | | | | | | | | | |
| Electric Distribution Design | 20 | 1 | 3 | 6 | 11 | 11 | 12 | 13 | 13 | 14 | 17 |
| Electric Engineering Supervision | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Electric Distribution Design Leadership | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| **Electric Maintenance & Construction** | | | | | | | | | | | |
| Electric Inspections | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Electric Maintenance & Construction Laborer | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Electric Overhead Worker | 159 | 3 | 10 | 11 | 14 | 19 | 23 | 29 | 41 | 51 | 60 |
| Electric Protection & Telecom Worker | 14 | 1 | 3 | 6 | 7 | 7 | 7 | 8 | 8 | 11 | 12 |
| Electric Safety Advocate | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| Electric Substation Worker | 40 | 1 | 2 | 2 | 3 | 7 | 7 | 10 | 11 | 16 | 19 |
| Electric Underground Worker | 33 | 1 | 4 | 5 | 7 | 7 | 8 | 8 | 8 | 10 | 10 |
| Electric Work Coordinator | 4 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 4 | 4 |
| Electric Work Readiness | 3 | 0 | 0 | 0 | 0 | 1 | 3 | 3 | 3 | 3 | 3 |
| Field Supervisor Electric | 28 | 2 | 4 | 6 | 7 | 11 | 15 | 18 | 21 | 25 | 26 |
| Electric Manager Maintence & Construction | 5 | 1 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Electric Director Maintenance & Construction | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Executive** | | | | | | | | | | | |
| President | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Gas Engineering** | | | | | | | | | | | |
| Gas Engineering | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Gas Maintenance & Construction** | | | | | | | | | | | |
| Field Supervisor Gas | 21 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 6 |
| Gas Auxiliary Operations | 11 | 1 | 1 | 1 | 2 | 3 | 3 | 3 | 7 | 7 | 8 |
| Gas Inspector | 22 | 1 | 4 | 6 | 12 | 15 | 17 | 20 | 20 | 20 | 21 |
| Gas Instrum & Reg | 19 | 0 | 0 | 1 | 3 | 4 | 5 | 8 | 8 | 9 | 9 |
| Gas Maintenance & Construction Laborer/Helper | 16 | 0 | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Mechanic / Technician | 87 | 2 | 7 | 8 | 11 | 15 | 15 | 16 | 21 | 23 | 24 |
| Gas Safety Advocate | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Tool Technician | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Trainer | 2 | 0 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 3 | 3 |
| Gas Utility Mechanic | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Gas Manager Maintence & Construction | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 3 | 3 | 3 |
| **Performance & Strategy** | | | | | | | | | | | |
| Performance & Strategy | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Process Excellence** | | | | | | | | | | | |
| Process Manager Electric | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| Process Manager Gas | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Support** | | | | | | | | | | | |
| Administrative Assistant | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 3 | 3 |
| Clerk | 3 | 0 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 4 | 4 |
| Electric Distribution Design support | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Analyst | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| **Grand Total** | **517** | **16** | **48** | **65** | **91** | **119** | **141** | **164** | **196** | **228** | **250** |

# Rhode Island - 10 Year Projection of total Exits (Attrition & Retirements)

## By: Role Cluster

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Rhode Island** | | | | | | | | | | | |
| **Customer Relations** | | | | | | | | | | | |
| Director Community & Customer | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Electric Engineering** | | | | | | | | | | | |
| Distribution Designer Electric | 20 | 1 | 3 | 6 | 11 | 11 | 12 | 13 | 13 | 14 | 17 |
| Manager Distribution Design Electric | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| Supervisor Distribution Design Electric | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| **Electric Maintenance & Construction** | | | | | | | | | | | |
| Director Maintenance & Construction Electric | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Electric Apprentice Cable Splicer | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Electric Apprentice Helper Overhead Line Worker | 14 | 0 | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Electric Apprentice Substation Maintenance Mechanic | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Electric Cable Splicer | 29 | 1 | 3 | 5 | 7 | 7 | 8 | 8 | 8 | 9 | 9 |
| Electric Laborer | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Electric One Person Trouble Worker | 37 | 1 | 3 | 4 | 4 | 7 | 8 | 8 | 11 | 12 | 15 |
| Electric Overhead Line Worker | 108 | 2 | 6 | 7 | 8 | 11 | 13 | 20 | 29 | 38 | 44 |
| Electric Relay Technician | 8 | 1 | 3 | 6 | 7 | 7 | 7 | 8 | 8 | 8 | 8 |
| Electric Substation Maintenance Mechanic | 38 | 1 | 2 | 2 | 3 | 7 | 7 | 10 | 11 | 16 | 19 |
| Electric T&D Inspector | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Electric Telecom Technician | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 4 |
| Field Supervisor Overhead Electric | 16 | 2 | 3 | 5 | 5 | 7 | 9 | 12 | 13 | 16 | 16 |
| Field Supervisor Protection & Telcom Electric | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 |
| Field Supervisor Resource Coordination Electric | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Field Supervisor Substation Electric | 5 | 0 | 1 | 1 | 1 | 3 | 4 | 4 | 4 | 5 | 5 |
| Field Supervisor Underground Electric | 3 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 3 | 3 | 4 |
| Manager Maintence & Construction Electric | 5 | 1 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Resource Coordinator Electric | 4 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 4 | 4 |
| Safety Advocate Electric | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| Work Readiness Technician Electric | 3 | 0 | 0 | 0 | 0 | 1 | 3 | 3 | 3 | 3 | 3 |
| **Executive** | | | | | | | | | | | |
| Jurisdiction President | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Gas Engineering** | | | | | | | | | | | |
| Gas Engineer | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Gas Maintenance & Construction** | | | | | | | | | | | |
| Field Supervisor Gas | 21 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 6 |
| Gas Auxiliary Operations | 11 | 1 | 1 | 1 | 2 | 3 | 3 | 3 | 7 | 7 | 8 |
| Gas Field Trainer | 2 | 0 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 3 | 3 |
| Gas Inspector | 22 | 1 | 4 | 6 | 12 | 15 | 17 | 20 | 20 | 20 | 21 |
| Gas Instrum & Reg | 19 | 0 | 0 | 1 | 3 | 4 | 5 | 8 | 8 | 9 | 9 |
| Gas Laborer | 16 | 0 | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Mechanic | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Gas Technician | 84 | 2 | 7 | 8 | 11 | 15 | 15 | 16 | 21 | 22 | 24 |
| Gas Tool Technician | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Welder | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Manager Maintence & Construction Gas | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 3 | 3 | 3 |
| Safety Advocate Gas | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Performance & Strategy** | | | | | | | | | | | |
| Business Analyst | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Performance & Strategy Director | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Process Excellence** | | | | | | | | | | | |
| Process Manager Electric | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| Process Manager Gas | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Support** | | | | | | | | | | | |
| Administrative Assistant | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 3 | 3 |
| Distribution Design Analyst Electric | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Office Technician Gas | 3 | 0 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 4 | 4 |
| Operations & Construction Analyst Gas | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| **Grand Total** | **517** | **16** | **48** | **65** | **91** | **119** | **141** | **164** | **196** | **228** | **250** |

# **Rhode Island - 10 Year Projection of total Exits (Attrition & Retirements)** By:

## Work Location and Job Family *(Page 1 of 2)*

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Rhode Island** | | | | | | | | | | | |
| **Chopmist Hill** | | | | | | | | | | | |
| Electric Overhead Worker | 9 | 0 | 1 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 3 |
| **Cumberland Mendon Rd** | | | | | | | | | | | |
| Gas Instrum & Reg | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Lincoln** | | | | | | | | | | | |
| Electric Distribution Design | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Electric Overhead Worker | 33 | 0 | 2 | 3 | 3 | 5 | 5 | 5 | 7 | 8 | 8 |
| Electric Work Coordinator | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Field Supervisor Gas | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Gas Inspector | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Gas Maintenance & Construction Laborer/Helper | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Gas Mechanic / Technician | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Gas Utility Mechanic | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Field Supervisor Electric | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Electric Manager Maintence & Construction | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Lincoln Service Co** | | | | | | | | | | | |
| Gas Manager Maintence & Construction | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| **Middletown** | | | | | | | | | | | |
| Electric Distribution Design | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Electric Overhead Worker | 21 | 0 | 1 | 1 | 2 | 2 | 2 | 2 | 4 | 8 | 9 |
| Field Supervisor Electric | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| **NE Gas Allens** | | | | | | | | | | | |
| Gas Auxiliary Operations | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 4 | 4 |
| Gas Instrum & Reg | 14 | 0 | 0 | 1 | 3 | 4 | 5 | 8 | 8 | 9 | 9 |
| Gas Mechanic / Technician | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **NE Gas Dexter** | | | | | | | | | | | |
| Clerk | 3 | 0 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 4 | 4 |
| Field Supervisor Gas | 15 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 4 |
| Gas Analyst | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| Gas Auxiliary Operations | 5 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 3 | 3 | 4 |
| Gas Engineering | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Inspector | 21 | 1 | 4 | 6 | 12 | 15 | 17 | 20 | 20 | 20 | 20 |
| Gas Maintenance & Construction Laborer/Helper | 13 | 0 | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 0 | 0 |
| Gas Mechanic / Technician | 70 | 2 | 7 | 8 | 11 | 15 | 15 | 16 | 21 | 22 | 23 |
| Gas Safety Advocate | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Tool Technician | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Trainer | 2 | 0 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 3 | 3 |
| Gas Utility Mechanic | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Gas Manager Maintence & Construction | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |

# Rhode Island - 10 Year Projection of total Exits (Attrition & Retirements)

## By: Work Location and Job Family *(Page 2 of 2)*

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Rhode Island** | | | | | | | | | | | |
| **North Kingstown** | | | | | | | | | | | |
| Electric Distribution Design | 3 | 0 | 0 | 0 | 1 | 1 | 3 | 3 | 3 | 3 | 4 |
| Electric Overhead Worker | 35 | 1 | 3 | 3 | 3 | 4 | 4 | 6 | 10 | 11 | 13 |
| Electric Substation Worker | 4 | 0 | 0 | 0 | 0 | 3 | 3 | 3 | 4 | 5 | 5 |
| Electric Work Readiness | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| Field Supervisor Electric | 6 | 1 | 1 | 2 | 3 | 3 | 5 | 8 | 8 | 8 | 8 |
| Electric Manager Maintence & Construction | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **North Kingstown-Westerly** | | | | | | | | | | | |
| Electric Overhead Worker | 11 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 3 | 4 | 5 |
| **Providence Dexter St** | | | | | | | | | | | |
| Field Supervisor Gas | 2 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Process Manager Gas | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Providence Melrose St** | | | | | | | | | | | |
| Administrative Assistant | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| Community & Customer Relations Leadership | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Electric Protection & Telecom Worker | 14 | 1 | 3 | 6 | 7 | 7 | 7 | 8 | 8 | 11 | 12 |
| Field Supervisor Gas | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Performance & Strategy | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Process Manager Electric | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| Field Supervisor Electric | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 |
| Electric Manager Maintence & Construction | 2 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| President | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Prov-Melrose Street** | | | | | | | | | | | |
| Administrative Assistant | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 |
| Electric Distribution Design | 14 | 1 | 3 | 6 | 9 | 9 | 9 | 10 | 10 | 10 | 12 |
| Electric Distribution Design support | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Electric Inspections | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Electric Maintenance & Construction Laborer | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Electric Overhead Worker | 50 | 1 | 3 | 3 | 4 | 6 | 9 | 11 | 14 | 17 | 20 |
| Electric Safety Advocate | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| Electric Substation Worker | 36 | 1 | 2 | 2 | 3 | 5 | 5 | 7 | 7 | 11 | 14 |
| Electric Underground Worker | 33 | 1 | 4 | 5 | 7 | 7 | 8 | 8 | 8 | 10 | 10 |
| Electric Work Coordinator | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 3 |
| Electric Work Readiness | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| Field Supervisor Electric | 16 | 1 | 3 | 4 | 4 | 7 | 8 | 8 | 11 | 13 | 14 |
| Electric Manager Maintence & Construction | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| Electric Director Maintenance & Construction | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Electric Engineering Supervision | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Electric Distribution Design Leadership | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| **Grand Total** | **517** | **16** | **48** | **65** | **91** | **119** | **141** | **164** | **196** | **228** | **250** |

# Rhode Island - 10 Year Projection of total Exits (Attrition & Retirements)

## By: Leadership - Role Cluster

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Rhode Island** | | | | | | | | | | | |
| **Community & Customer Relations** | | | | | | | | | | | |
| Director Community & Customer | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Electric Engineering Leadership** | | | | | | | | | | | |
| Manager Distribution Design Electric | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| **Electric Engineering Supervision** | | | | | | | | | | | |
| Supervisor Distribution Design Electric | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| **Electric Maintenance & Construction Leadership** | | | | | | | | | | | |
| Director Maintenance & Construction Electric | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Manager Maintence & Construction Electric | 5 | 1 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| **Electric Maintenance & Construction Supervision** | | | | | | | | | | | |
| Field Supervisor Overhead Electric | 16 | 2 | 3 | 5 | 5 | 7 | 9 | 12 | 13 | 16 | 16 |
| Field Supervisor Protection & Telcom Electric | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 |
| Field Supervisor Resource Coordination Electric | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Field Supervisor Substation Electric | 5 | 0 | 1 | 1 | 1 | 3 | 4 | 4 | 4 | 5 | 5 |
| Field Supervisor Underground Electric | 3 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 3 | 3 | 4 |
| **Executive Leadership** | | | | | | | | | | | |
| Jurisdiction President | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| **Gas Maintenance & Construction Leadership** | | | | | | | | | | | |
| Manager Maintence & Construction Gas | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 3 | 3 | 3 |
| **Gas Maintenance & Construction Supervision** | | | | | | | | | | | |
| Field Supervisor Gas | 21 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 6 |
| **Grand Total** | **62** | **3** | **9** | **11** | **14** | **21** | **26** | **30** | **36** | **41** | **44** |

# Rhode Island - Age Range of Employees

## By: Location – Job Family *(Page 1 of 2)*

| Count of FTE Count | <25 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 |
|---|---|---|---|---|---|---|---|---|---|---|
| **Rhode Island** | | | | | | | | | | |
| **Chopmist Hill** | | | | | | | | | | |
| Electric Overhead Worker | | | 2 | 1 | 1 | 3 | | 1 | 1 | |
| **Cumberland Mendon Rd** | | | | | | | | | | |
| Gas Instrum & Reg | | | | | | 1 | 4 | | | |
| **Lincoln** | | | | | | | | | | |
| Electric Distribution Design | | | | | | 1 | | | | |
| Electric Manager Maintence & Construction | | | | | | | | 1 | | |
| Electric Overhead Worker | | 5 | 5 | 2 | 5 | 4 | 6 | 4 | 2 | |
| Electric Work Coordinator | | | | | | | | | 1 | |
| Field Supervisor Electric | | | | 1 | | | 1 | | | |
| Field Supervisor Gas | | | | | | 1 | | | | |
| Gas Inspector | | | | | | | | | 1 | |
| Gas Maintenance & Construction Laborer/Helper | | | 2 | | | 1 | | | | |
| Gas Mechanic / Technician | | 2 | 1 | 1 | 2 | 2 | 1 | 5 | | |
| Gas Utility Mechanic | | | | | | | 1 | | | |
| **Lincoln Service Co** | | | | | | | | | | |
| Gas Manager Maintence & Construction | | | | | | | 1 | | | |
| **Middletown** | | | | | | | | | | |
| Electric Distribution Design | | | | | | 1 | | 1 | | |
| Electric Overhead Worker | | 3 | 3 | | 2 | 3 | 4 | 5 | 1 | |
| Field Supervisor Electric | | | | | | | | 1 | | |
| **NE Gas Allens** | | | | | | | | | | |
| Gas Auxiliary Operations | | | 1 | | | 2 | 3 | | | |
| Gas Instrum & Reg | | | 2 | 1 | 1 | 2 | 4 | 4 | | |
| Gas Mechanic / Technician | | 1 | | 1 | | 1 | | | | |
| **NE Gas Dexter** | | | | | | | | | | |
| Clerk | | | | | | | 1 | 2 | | |
| Field Supervisor Gas | | 1 | 4 | | 2 | 5 | 2 | | 1 | |
| Gas Analyst | | | | | | | 1 | | | |
| Gas Auxiliary Operations | | | | 1 | | | 2 | 1 | 1 | |
| Gas Engineering | | | | | | | | 1 | | |
| Gas Inspector | | | 1 | 2 | 1 | 1 | 3 | 11 | 2 | |
| Gas Maintenance & Construction Laborer/Helper | 2 | 5 | 1 | 1 | 4 | | | | | |
| Gas Manager Maintence & Construction | | | 1 | | | | 1 | | | |
| Gas Mechanic / Technician | 1 | 6 | 9 | 17 | 8 | 10 | 9 | 7 | 3 | |
| Gas Safety Advocate | | | | | | | | 1 | | |
| Gas Tool Technician | | | | | | | | 1 | | |
| Gas Trainer | | | | | | | | 2 | | |
| Gas Utility Mechanic | | 1 | 1 | | 1 | | | | | |
| **North Kingstown** | | | | | | | | | | |
| Electric Distribution Design | | | | | | | 1 | 1 | 1 | |
| Electric Manager Maintence & Construction | | | 1 | | | | | | | |
| Electric Overhead Worker | 2 | 2 | 3 | 1 | 2 | 5 | 12 | 6 | 2 | |
| Electric Substation Worker | | | | | | | | 4 | | |
| Electric Work Readiness | | | | | | | | 1 | | |
| Field Supervisor Electric | | | | | | | 4 | 1 | 1 | |
| Seasonal Intern | 1 | | | | | | | | | |
| **North Kingstown-Westerly** | | | | | | | | | | |
| Electric Overhead Worker | | | | 3 | 1 | 3 | 1 | 3 | | |
| **Providence Dexter St** | | | | | | | | | | |
| Field Supervisor Gas | | | | | 1 | | | | 1 | |
| Process Manager Gas | | | | | | 1 | | | | |
| Seasonal Intern | 1 | | | | | | | | | |

CONFIDENTIAL



# Rhode Island - Age Range of Employees

## By: Location – Job Family *(Page 2 of 2)*

| Count of FTE Count | <25 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 |
|---|---|---|---|---|---|---|---|---|---|---|
| **Rhode Island** | | | | | | | | | | |
| Providence Melrose St | | | | | | | | | | |
| Administrative Assistant | | | | | | | 1 | | | |
| Community & Customer Relations Leadership | | | | | | | | 1 | | |
| Electric Manager Maintence & Construction | | | | | | 1 | | | 1 | |
| Electric Protection & Telecom Worker | | | 1 | | 1 | 3 | 2 | 6 | 1 | |
| Field Supervisor Electric | | | 1 | 1 | | | 1 | | | |
| Field Supervisor Gas | | 1 | | | | 2 | | | | |
| Performance & Strategy | | 1 | | | | 1 | | | | |
| President | | | | | | | | 1 | | |
| Process Manager Electric | | | | | | | 1 | | | |
| Seasonal Intern | 1 | | | | | | | | | |
| Prov-Melrose Street | | | | | | | | | | |
| Administrative Assistant | | | | | | | 1 | | | |
| Electric Director Maintenance & Construction | | | | | | 1 | | | | |
| Electric Distribution Design | | | | | | 2 | 4 | 1 | 7 | |
| Electric Distribution Design Leadership | | | | | | | 1 | | | |
| Electric Distribution Design support | | | | | | | | | 1 | |
| Electric Engineering Supervision | | | | | | | 1 | | | |
| Electric Inspections | | | | | 1 | | 3 | | | |
| Electric Maintenance & Construction Laborer | | | | | | | 1 | 1 | | |
| Electric Manager Maintence & Construction | | | | | | | | 1 | | |
| Electric Overhead Worker | 5 | 6 | | 1 | 2 | 14 | 10 | 10 | 1 | 1 |
| Electric Safety Advocate | | | | | | | | 1 | | |
| Electric Substation Worker | 1 | 1 | 5 | 1 | 5 | 8 | 7 | 6 | 1 | 1 |
| Electric Underground Worker | | 3 | 2 | 5 | 7 | 2 | 7 | 2 | 3 | 2 |
| Electric Work Coordinator | | | | | 1 | | 2 | | | |
| Electric Work Readiness | | | | | | 1 | | 1 | | |
| Field Supervisor Electric | | | 1 | | 3 | 1 | 6 | 4 | 1 | |

# Rhode Island - Count of Employees >50 years of age

By: Work Location – 3 Year Average Retirement Age – Job Family (Core roles only) *(Page 1 of 2)*

| Count of FTE Count | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65 | 66 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Rhode Island** | | | | | | | | | | | | | | | | | |
| **Chopmist Hill** | | | | | | | | | | | | | | | | | |
| **63** ← 3 Year Average Retirement Age for Location | | | | | | | | | | | | | | | | | |
| Electric Overhead Worker | | | | | | | | 1 | | | | | 1 | | | | |
| **Cumberland Mendon Rd** | | | | | | | | | | | | | | | | | |
| **69** | | | | | | | | | | | | | | | | | |
| Gas Instrum & Reg | | 2 | | | 2 | | | | | | | | | | | | |
| **Lincoln** | | | | | | | | | | | | | | | | | |
| **60** | | | | | | | | | | | | | | | | | |
| Electric Manager Maintence & Construction | | | | | | | 1 | | | | | | | | | | |
| Field Supervisor Electric | | 1 | | | | | | | | | | | | | | | |
| **63** | | | | | | | | | | | | | | | | | |
| Electric Overhead Worker | 1 | 1 | 1 | 3 | | 1 | 2 | | | 1 | | 1 | 1 | | | | |
| **69** | | | | | | | | | | | | | | | | | |
| Gas Inspector | | | | | | | | | | | 1 | | | | | | |
| Gas Mechanic / Technician | | | 1 | | | 1 | 1 | 2 | 1 | | | | | | | | |
| Gas Utility Mechanic | 1 | | | | | | | | | | | | | | | | |
| **Lincoln Service Co** | | | | | | | | | | | | | | | | | |
| **60** | | | | | | | | | | | | | | | | | |
| Gas Manager Maintence & Construction | | | | | 1 | | | | | | | | | | | | |
| **Middletown** | | | | | | | | | | | | | | | | | |
| **60** | | | | | | | | | | | | | | | | | |
| Field Supervisor Electric | | | | | | 1 | | | | | | | | | | | |
| **63** | | | | | | | | | | | | | | | | | |
| Electric Distribution Design | | | | | | 1 | | | | | | | | | | | |
| Electric Overhead Worker | | 1 | | 2 | 1 | 3 | 2 | | | | | 1 | | | | | |
| **NE Gas Allens** | | | | | | | | | | | | | | | | | |
| **61** | | | | | | | | | | | | | | | | | |
| Gas Auxiliary Operations | | | | 3 | | | | | | | | | | | | | |
| Gas Instrum & Reg | 1 | | 1 | | 2 | 1 | 1 | 1 | 1 | | | | | | | | |
| **NE Gas Dexter** | | | | | | | | | | | | | | | | | |
| **60** | | | | | | | | | | | | | | | | | |
| Field Supervisor Gas | 1 | | 1 | | | | | | | | 1 | | | | | | |
| Gas Engineering | | | | | | 1 | | | | | | | | | | | |
| Gas Manager Maintence & Construction | | | 1 | | | | | | | | | | | | | | |
| **61** | | | | | | | | | | | | | | | | | |
| Gas Auxiliary Operations | 1 | 1 | | | | | 1 | | | | 1 | | | | | | |
| Gas Inspector | 1 | | | | 2 | 2 | 2 | 4 | 1 | 2 | 2 | | | | | | |
| Gas Mechanic / Technician | 2 | 1 | 1 | 4 | 1 | | 3 | 1 | 1 | 2 | | 2 | | 1 | | | |
| Gas Safety Advocate | | | | | | | 1 | | | | | | | | | | |
| Gas Trainer | | | | | | 1 | | | | 1 | | | | | | | |
| **North Kingstown** | | | | | | | | | | | | | | | | | |
| **60** | | | | | | | | | | | | | | | | | |
| Field Supervisor Electric | | | | 2 | 2 | | | 1 | | | | 1 | | | | | |
| **63** | | | | | | | | | | | | | | | | | |
| Electric Distribution Design | | | | | 1 | | | | 1 | | 1 | | | | | | |
| Electric Overhead Worker | 2 | 3 | 1 | 4 | 2 | 1 | 3 | 1 | | 1 | | | 1 | | 1 | | |
| Electric Substation Worker | | | | | | 1 | 1 | | | 2 | | | | | | | |
| **North Kingstown-Westerly** | | | | | | | | | | | | | | | | | |
| **63** | | | | | | | | | | | | | | | | | |
| Electric Overhead Worker | | | | | 1 | 1 | | 1 | 1 | | | | | | | | |

# Rhode Island - Count of Employees >50 years of age

By: Work Location – 3 Year Average Retirement Age – Job Family (Core roles only) *(Page 2 of 2)*

| Count of FTE Count | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65 | 66 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Rhode Island** | | | | | | | | | | | | | | | | | |
| **Providence Dexter St** | | | | | | | | | | | | | | | | | |
| **60** | | | | | | | | | | | | | | | | | |
| Field Supervisor Gas | | | | | | | | | | | | | 1 | | | | |
| **Providence Melrose St** | | | | | | | | | | | | | | | | | |
| **60** | | | | | | | | | | | | | | | | | |
| Electric Manager Maintence & Construction | | | | | | | | | | | | | 1 | | | | |
| Electric Protection & Telecom Worker | | | | 1 | | | | 2 | 1 | 1 | 1 | | | | | | |
| Field Supervisor Electric | | | | 1 | | | | | | | | | | | | | |
| **63** | | | | | | | | | | | | | | | | | |
| Electric Protection & Telecom Worker | | | | | 1 | 2 | | | | | | | | | | | |
| **Prov-Melrose Street** | | | | | | | | | | | | | | | | | |
| **60** | | | | | | | | | | | | | | | | | |
| Electric Distribution Design Leadership | | | 1 | | | | | | | | | | | | | | |
| Electric Engineering Supervision | | 1 | | | | | | | | | | | | | | | |
| Electric Manager Maintence & Construction | | | | | | 1 | | | | | | | | | | | |
| Field Supervisor Electric | 1 | 2 | 2 | | 1 | 2 | | | 1 | 1 | | 1 | | | | | |
| **63** | | | | | | | | | | | | | | | | | |
| Electric Distribution Design | | 2 | 1 | | 1 | | | 1 | | | 2 | 2 | 1 | 2 | | | |
| Electric Maintenance & Construction Laborer | | 1 | | | | 1 | | | | | | | | | | | |
| Electric Overhead Worker | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 2 | | | 1 | | | 1 | |
| Electric Safety Advocate | | | | | | | 1 | | | | | | | | | | |
| Electric Substation Worker | 1 | | 3 | 1 | 2 | 3 | | 2 | | 1 | 1 | | | | | 1 | |
| Electric Underground Worker | | 1 | 4 | 2 | | 1 | | | 1 | | 1 | 1 | 1 | | | 1 | 1 |

# CMS and LNG Overview

By: Work Location and Position Description

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **110-Customer Meter Svcs** | | | | | | | | | | | |
| **Rhode Island** | | | | | | | | | | | |
| NE Gas Dexter | | | | | | | | | | | |
| Acting Vice President | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| Meter Service Technician | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Providence Melrose St | | | | | | | | | | | |
| Dir CMS RI | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 |
| Supv Operations | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| Prov-Melrose Street | | | | | | | | | | | |
| CMS Clerk | 4 | 0 | 0 | 0 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| CMS Working Leader A | 2 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 3 |
| CMS Working Leader C | 2 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Field Collector | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Lead Supervisor Operations | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Lead Supv Operations | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Meter Service Representative | 23 | 2 | 2 | 2 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| Meter Service Technician | 119 | 6 | 9 | 16 | 17 | 19 | 21 | 24 | 30 | 35 | 37 |
| Meter Worker A | 11 | 0 | 0 | 0 | 0 | 4 | 4 | 5 | 9 | 10 | 12 |
| Meter Worker B | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Meter Worker C | 27 | 1 | 3 | 4 | 5 | 7 | 8 | 12 | 12 | 13 | 15 |
| Sr Supv Operations | 6 | 1 | 1 | 1 | 1 | 3 | 4 | 4 | 4 | 5 | 7 |
| Work Readiness Technician | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Working Leader | 4 | 0 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| **110-Customer Meter Svcs Total** | **210** | **11** | **20** | **29** | **40** | **49** | **56** | **66** | **77** | **88** | **94** |
| **110-LNG Operations** | | | | | | | | | | | |
| **Rhode Island** | | | | | | | | | | | |
| Algonquin-Terminal Road | | | | | | | | | | | |
| Assoc Coordinator | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| Instrument Technician | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| LNG Operator | 10 | 0 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 3 |
| Sr Supv Operations | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cumberland Mendon Rd | | | | | | | | | | | |
| Assoc Supv GDP | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Gas Control Technician A | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Providence Melrose St | | | | | | | | | | | |
| Plant Manager LNG RI | 1 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Supv Operations | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **110-LNG Operations Total** | **19** | **1** | **1** | **3** | **3** | **3** | **3** | **3** | **4** | **6** | **6** |
| **Grand Total** | **229** | **11** | **21** | **32** | **43** | **52** | **59** | **69** | **82** | **93** | **100** |

# Appendix A

## Rhode Island - Job Family Hierarchy *(Page 1 of 5)*

| | FTE |
|---|---|
| **Customer Relations** ← Job Group A | |
| **Community & Customer Relations** ← Job Group B | |
| Community & Customer Relations Leadership ← Job Family | |
| **Director Community & Customer** ← Role Cluster | |
| Director ← SAP Position Description | 1 |
| **Electric Engineering** | |
| **Electric Engineering** | |
| Electric Distribution Design | |
| **Distribution Designer Electric** | |
| Distribution Design Eng | 1 |
| Sr Designer | 19 |
| **Electric Engineering Leadership** | |
| Electric Distribution Design Leadership | |
| **Manager Distribution Design Electric** | |
| Manager | 1 |
| **Electric Engineering Supervision** | |
| Electric Engineering Supervision | |
| **Supervisor Distribution Design Electric** | |
| Lead Eng Supv-Ntwrk Strat | 1 |
| **Electric Maintenance & Construction** | |
| **Electric Maintenance & Construction Laborer/Helper** | |
| Electric Maintenance & Construction Laborer | |
| **Electric Laborer** | |
| Laborer | 2 |
| **Electric Maintenance & Construction Leadership** | |
| Electric Director Maintenance & Construction | |
| **Director Maintenance & Construction Electric** | |
| Dir Ops Overhead NE Cap | 1 |
| Electric Manager Maintence & Construction | |
| **Manager Maintence & Construction Electric** | |
| Manager | 5 |
| **Electric Maintenance & Construction Supervision** | |
| Field Supervisor Electric | |
| **Field Supervisor Overhead Electric** | |
| Lead Supv Operations | 1 |
| Sr Supv Operations | 15 |
| **Field Supervisor Protection & Telcom Electric** | |
| Sr Supv Operations | 3 |
| **Field Supervisor Resource Coordination Electric** | |
| Acting Lead Supervisor Non-Ops | 1 |
| **Field Supervisor Substation Electric** | |
| Lead Supv Operations | 1 |
| Sr Supv Operations | 4 |
| **Field Supervisor Underground Electric** | |
| Lead Supv Operations | 1 |
| Sr Supv Operations | 2 |
| **Electric Maintenance & Construction Support** | |
| Electric Inspections | |
| **Electric T&D Inspector** | |
| T & D Inspector | 4 |
| Electric Work Coordinator | |

# Appendix A

## Rhode Island - Job Family Hierarchy *(Page 2 of 5)*

| | FTE |
|---|---|
| **Electric Maintenance & Construction** | |
| **Resource Coordinator Electric** | |
| Coordinator | 1 |
| Sr Coordinator | 3 |
| Electric Work Readiness | |
| **Work Readiness Technician Electric** | |
| Work Readiness Tech | 3 |
| **Electric Maintenance & Construction Worker** | |
| Electric Overhead Worker | |
| **Electric Apprentice Helper Overhead Line Worker** | |
| Lineworker Apprentice | 14 |
| **Electric One Person Trouble Worker** | |
| Troubleshooter | 37 |
| **Electric Overhead Line Worker** | |
| Crew Leader | 57 |
| Lineworker 1/C | 38 |
| Lineworker 2/C | 13 |
| Electric Protection & Telecom Worker | |
| **Electric Relay Technician** | |
| 1/Class Relay Technician | 1 |
| 2/Class Relay Technician | 1 |
| Lead Relay Technician | 3 |
| Senior Relay Technician | 3 |
| **Electric Telecom Technician** | |
| Lead Technician | 1 |
| Sr Technician | 4 |
| Technician 3/C (80) | 1 |
| Electric Substation Worker | |
| **Electric Apprentice Substation Maintenance Mechanic** | |
| O&M Worker Apprentice | 2 |
| **Electric Substation Maintenance Mechanic** | |
| O&M Worker 1/C Test | 16 |
| O&M Worker 2/C Test | 5 |
| O&M Worker 3/C | 7 |
| Working Leader O&M Test | 10 |
| Electric Underground Worker | |
| **Electric Apprentice Cable Splicer** | |
| Cable Splicer Apprentice | 4 |
| **Electric Cable Splicer** | |
| Cable Splicer 1/C | 13 |
| Cable Splicer 2/C | 2 |
| Cable Splicer 3/C | 2 |
| Lead Splicer | 12 |
| **Electric Safety** | |
| Electric Safety Advocate | |
| **Safety Advocate Electric** | |
| Safety Advocate | 1 |

# Appendix A

## Rhode Island - Job Family Hierarchy *(Page 3 of 5)*

| | FTE |
|---|---|
| **Executive** | |
| **Executive Leadership** | |
| President | |
| **Jurisdiction President** | |
| President & COO RI & NH | 1 |
| **Gas Engineering** | |
| **Gas Engineering** | |
| Gas Engineering | |
| **Gas Engineer** | |
| Sr Engineer | 1 |
| **Gas Maintenance & Construction** | |
| **Gas Maintenance & Construction Leadership** | |
| Gas Manager Maintence & Construction | |
| **Manager Maintence & Construction Gas** | |
| Manager | 3 |
| **Gas Maintenance & Construction Supervision** | |
| Field Supervisor Gas | |
| **Field Supervisor Gas** | |
| Assoc Supv Operations | 1 |
| Sr Supv Operations | 11 |
| Supv Operations | 9 |
| **Gas Maintenance & Construction Support** | |
| Gas Tool Technician | |
| **Gas Tool Technician** | |
| Tool Room Attendant | 1 |
| **Gas Maintenance & Construction Worker** | |
| Gas Auxiliary Operations | |
| **Gas Auxiliary Operations** | |
| Auxiliary Ops Technician B | 10 |
| Auxiliary Ops Technician B Special | 1 |
| Gas Inspector | |
| **Gas Inspector** | |
| Construction Inspector | 8 |
| Inspector/Working Leader C&M | 1 |
| Ops & Construct Inspector A | 6 |
| Ops & Construct Inspector B | 4 |
| Working Leader C&M | 3 |
| Gas Instrum & Reg | |
| **Gas Instrum & Reg** | |
| Gas Control Technician A | 2 |
| Gas Control Technician B | 1 |
| I&R and Prod Tech/Mech Elec A | 1 |
| I&R and Prod Tech/Mech Elec B | 2 |
| I&R and Production Tech/Mech A | 3 |
| I&R and Production Tech/Mech B | 4 |
| I&R and Production Tech/Mech C | 1 |
| Measurement & Control A | 1 |
| Working Leader I&R | 1 |
| Working Leader I&R Electrician | 1 |
| Working Leader I&R Pressure Regulation | 2 |

# Appendix A

## Rhode Island - Job Family Hierarchy *(Page 4 of 5)*

| | FTE |
|---|---|
| **Gas Maintenance & Construction** | |
| **Gas Maintenance & Construction Worker** | |
| Gas Maintenance & Construction Laborer/Helper | |
| **Gas Laborer** | |
| Laborer | 16 |
| Gas Mechanic / Technician | |
| **Gas Mechanic** | |
| Saw Cutter | 3 |
| **Gas Technician** | |
| Crew Leader | 2 |
| Crew Technician B | 12 |
| Technician A | 33 |
| Technician B | 30 |
| Technician C | 7 |
| Gas Utility Mechanic | |
| **Gas Welder** | |
| Auxiliary Ops Welder A | 1 |
| Auxiliary Ops Welder B | 1 |
| Auxiliary Ops Welder C | 1 |
| Ops Welder A | 1 |
| **Gas Safety** | |
| Gas Safety Advocate | |
| **Safety Advocate Gas** | |
| Safety Advocate | 1 |
| **Gas Trainer** | |
| Gas Trainer | |
| **Gas Field Trainer** | |
| Field Trainer | 2 |
| **Performance & Strategy** | |
| **Performance & Strategy** | |
| Performance & Strategy | |
| **Business Analyst** | |
| Sr Analyst | 1 |
| **Performance & Strategy Director** | |
| Dir Perf & Strategy RI | 1 |
| **Process Excellence** | |
| **Process Excellence** | |
| Process Manager Electric | |
| **Process Manager Electric** | |
| Lead Process Manager | 1 |
| Process Manager Gas | |
| **Process Manager Gas** | |
| Sr. Process Manager | 1 |
| **Seasonal Intern** | |
| **Seasonal Intern** | |
| Seasonal Intern | |
| **Seasonal Intern** | |
| Seasonal Intern | 3 |

# Appendix A

## Rhode Island - Job Family Hierarchy *(Page 5 of 5)*

| | FTE |
|---|---|
| **Support** | |
| **Administrative Support** | |
| Administrative Assistant | |
| **Administrative Assistant** | |
| Administrative Assistant | 1 |
| Exec Asst to Band A | 1 |
| **Clerical Support** | |
| Clerk | |
| **Office Technician Gas** | |
| Office Technician | 3 |
| **Electric Engineering Support** | |
| Electric Distribution Design support | |
| **Distribution Design Analyst Electric** | |
| Lead Analyst | 1 |
| **Gas Analyst Support** | |
| Gas Analyst | |
| **Operations & Construction Analyst Gas** | |
| Analyst | 1 |
| **Grand Total** | **520** |

# WORKFORCE PLANNING

## Jurisdiction – Rhode Island

**Workforce Supply Analysis** – Based on March 2017 HR Population Data

Version 1.0

April 20, 2017

**Summary:**

**This package provides workforce planning insights and projections and is intended to enable business leadership to manage talent risks arising from supply drivers such as retirement, attrition or internal movements.**

**Key Highlights**

- **In the past 12 months the retirement age for the RI Jurisdiction was 61 years of age, compared to the overall US business at 61**
- **Retirement & Attrition Rates in past 12 month for the RI Jurisdiction were 2.9% and .4%, compared to the overall US business at 2.8% and 3.1%**
- **10 year total exit projection for RI jurisdiction at 47% of current HC, compared to overall at 62%**

**Areas of focus**

- **Attrition percentage for the age groups 45-54 significantly higher than the overall average which represents an area for potential improvement as represented on page 3.**
- **In 2016, 12 employees retired representing a gap to the 53 employees that were eligible to retire, page 8.**
- **Detailed on pages 10 & 11, the employee group Meter Services Representative represents an area where we see the greatest workforce risks based on the 10-year projections.**

## Contents

**Historic Demographics** ..... 2

Headcount by Age and Tenure, Attrition and Retirement, Union/Management

**US Total Exit Projections** ..... 5

US L03 Cost Center, US L04 Cost Center

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**Internal Movements** ..... 13

Rhode Island Total Churn, Internal Hiring

* This executive summary pack has been redacted to preserve age confidentiality. Should you require more information to perform specific workforce planning or risk analysis, a non-redacted version along with additional views is available upon request of from the Strategic Workforce Planning Team.

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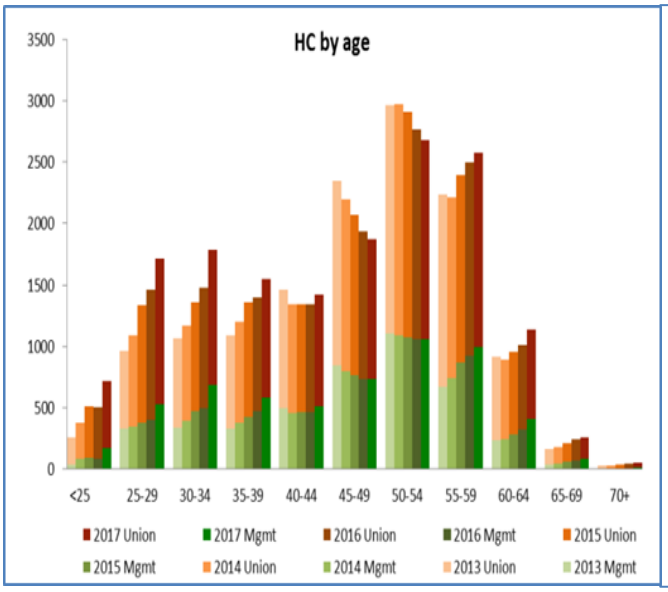
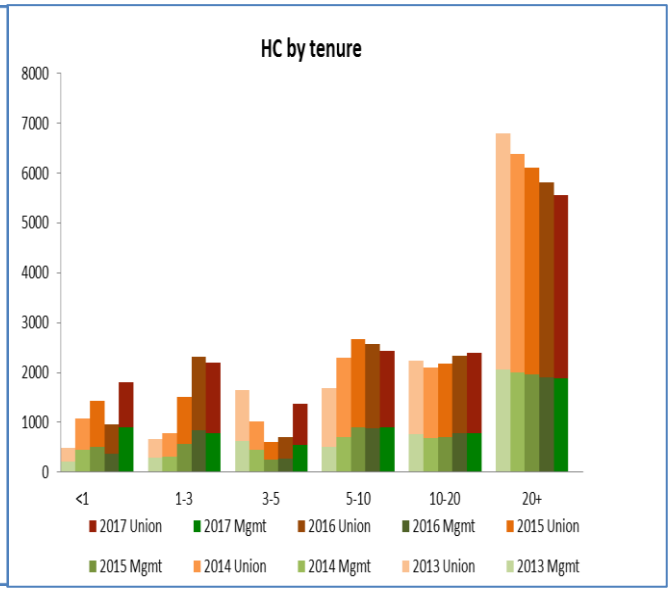
# Trending Age Demographics

## April 2016 – March 2017

## Entire US Business

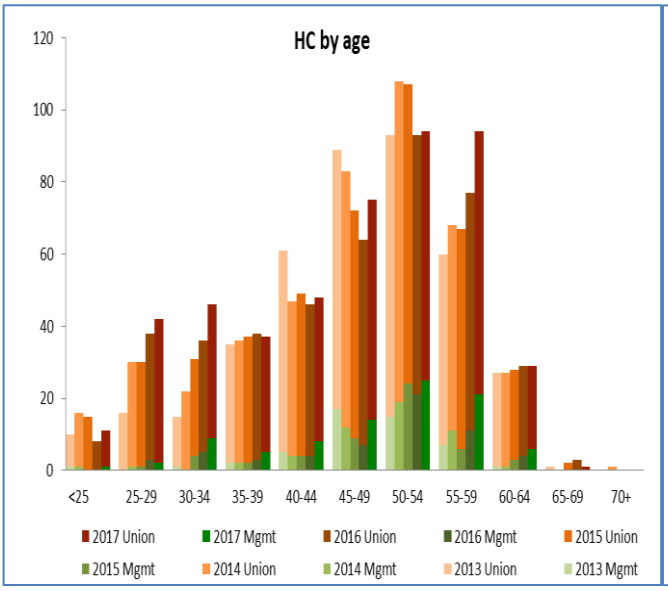
- Ages 45 – 54 trending downward while <25 through 44 and 55 through 70+ trending upward.

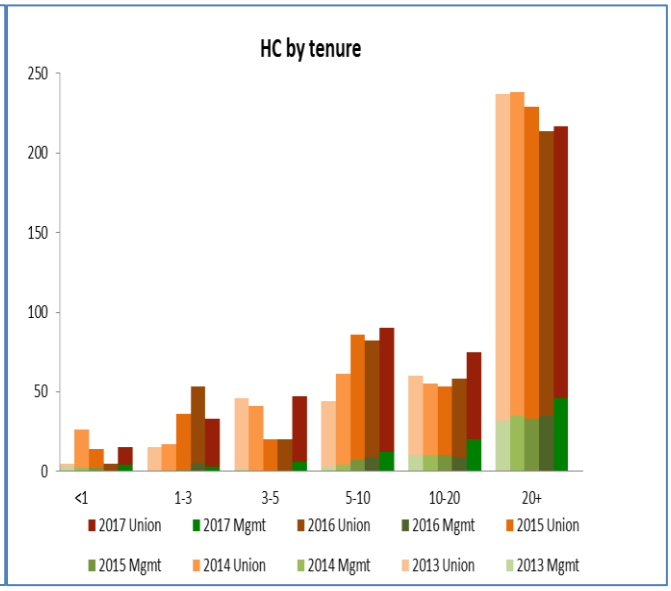



## Jurisdiction – Rhode Island *(does not include CMS)*

- Average age has decreased since 2013 from 46 to 45 in 2017 for Union and has stayed steady for the Management population at 48 years of age.
- Average tenure has decreased for both populations, 19 years in 2013 to 17 years in 2017 for the Union and from 21 years to 19 years in 2017 for Management.



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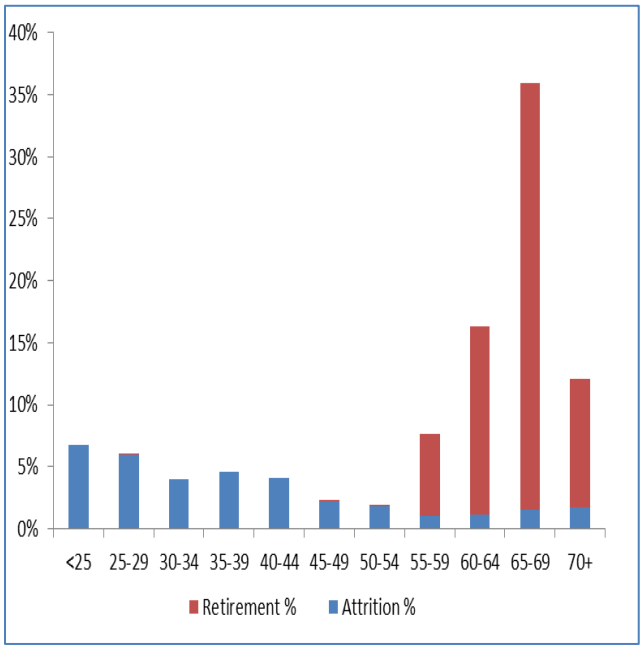
# Attrition & Retirement Rates April 16 to March 17 (*page 1 of 2*)

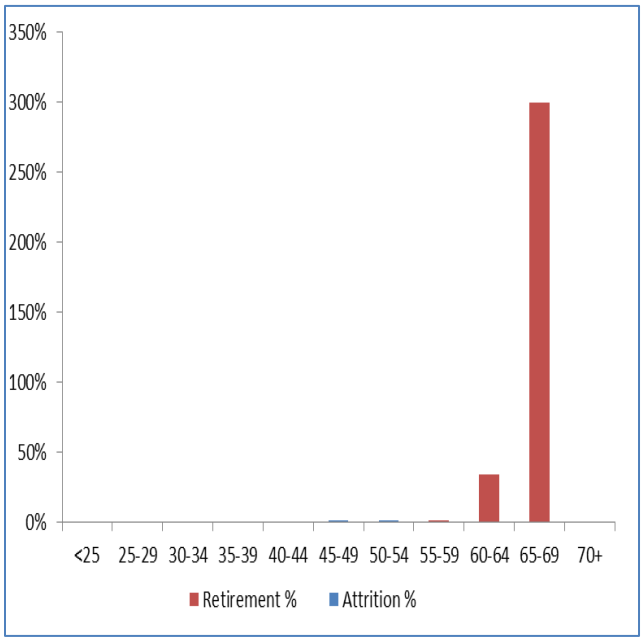
## Entire US Business

- Attrition remains highest among ages 20 - 29
- Highest percentages of Retirements are between ages 60 – 69




| Apr 2016 - Mar 2017 | | | | |
|---|---|---|---|---|
| Age | FTEs | Attrition % | Retirement % | All exits % |
| <25 | 722 | 6.8% | 0.0% | 6.8% |
| 25-29 | 1716 | 6.0% | 0.1% | 6.1% |
| 30-34 | 1788 | 4.0% | 0.0% | 4.0% |
| 35-39 | 1550 | 4.6% | 0.0% | 4.6% |
| 40-44 | 1424 | 4.1% | 0.0% | 4.1% |
| 45-49 | 1871 | 2.2% | 0.1% | 2.3% |
| 50-54 | 2679 | 1.8% | 0.1% | 1.9% |
| 55-59 | 2575 | 1.0% | 6.6% | 7.7% |
| 60-64 | 1140 | 1.1% | 15.2% | 16.3% |
| 65-69 | 259 | 1.5% | 34.4% | 35.9% |
| 70+ | 58 | 1.7% | 10.3% | 12.1% |
| Grand Total | 15782 | 3.1% | 2.8% | 5.9% |

## Jurisdiction – Rhode Island *(does not include CMS)*




| Apr 2016 - Mar 2017 | | | | |
|---|---|---|---|---|
| Age | FTEs | Attrition % | Retirement % | All exits % |
| <25 | 11 | 0.0% | 0.0% | 0.0% |
| 25-29 | 42 | 0.0% | 0.0% | 0.0% |
| 30-34 | 46 | 0.0% | 0.0% | 0.0% |
| 35-39 | 37 | 0.0% | 0.0% | 0.0% |
| 40-44 | 48 | 0.0% | 0.0% | 0.0% |
| 45-49 | 75 | 1.3% | 0.0% | 1.3% |
| 50-54 | 94 | 1.1% | 0.0% | 1.1% |
| 55-59 | 94 | 0.0% | 1.1% | 1.1% |
| 60-64 | 29 | 0.0% | 34.5% | 34.5% |
| 65-69 | 1 | 0.0% | 300.0% | 300.0% |
| 70+ | 0 | 0.0% | 0.0% | 0.0% |
| Grand Total | 477 | 0.4% | 2.9% | 3.4% |

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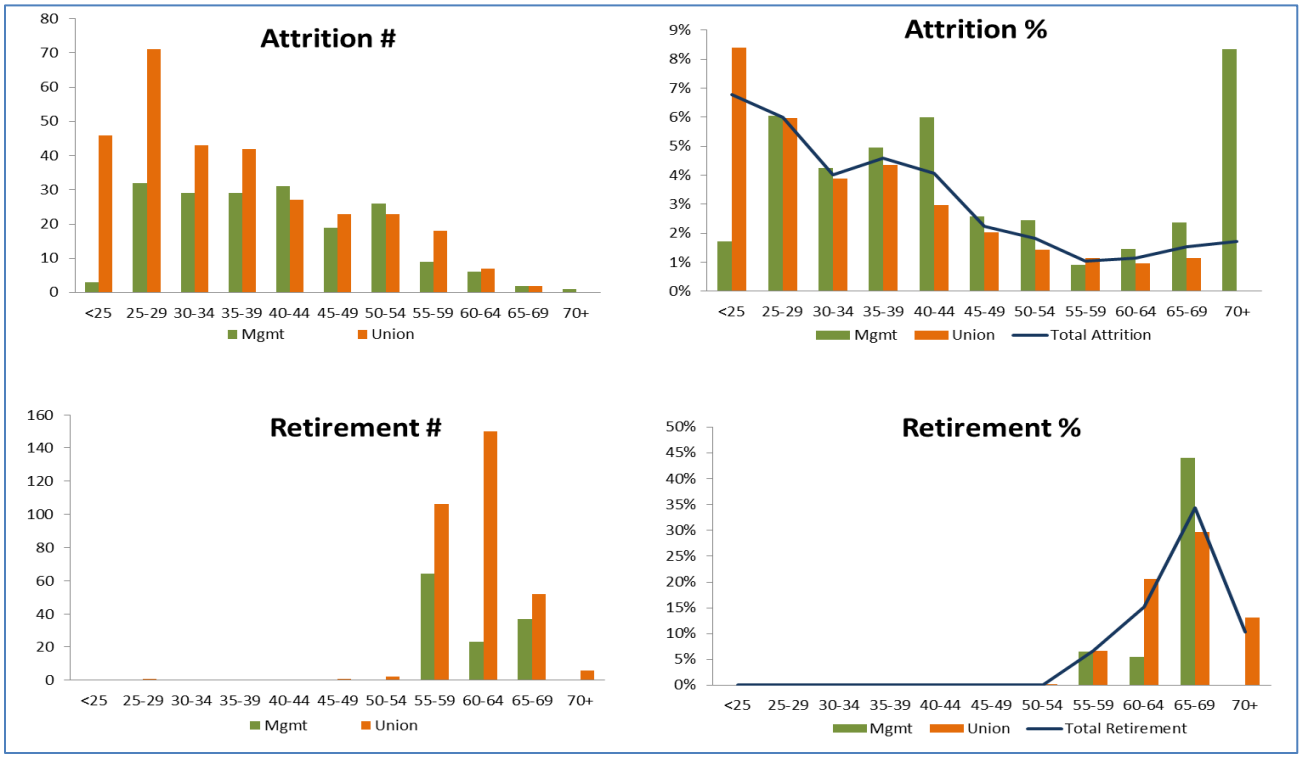
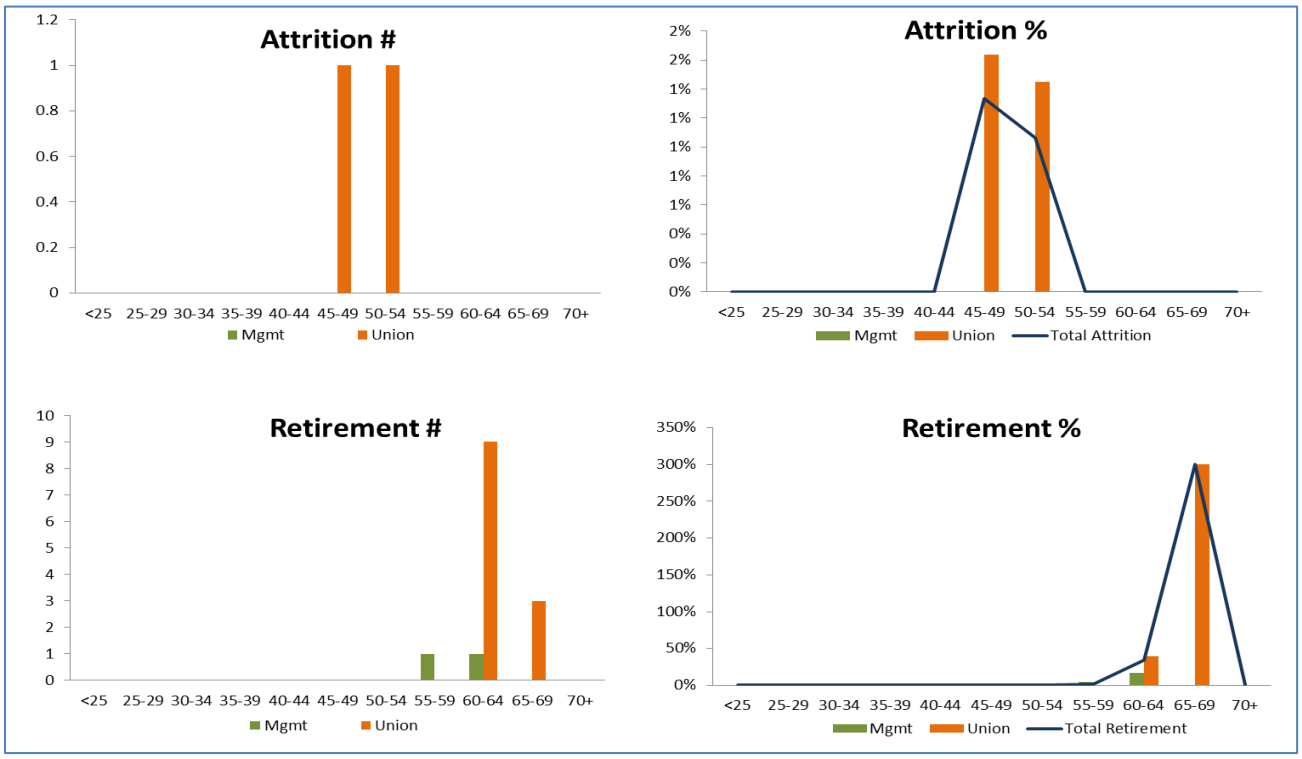
# Attrition & Retirement Rates April 16 to March 17 (*page 2 of 2*)

## Entire US Business




## Jurisdiction – Rhode Island *(does not include CMS)*



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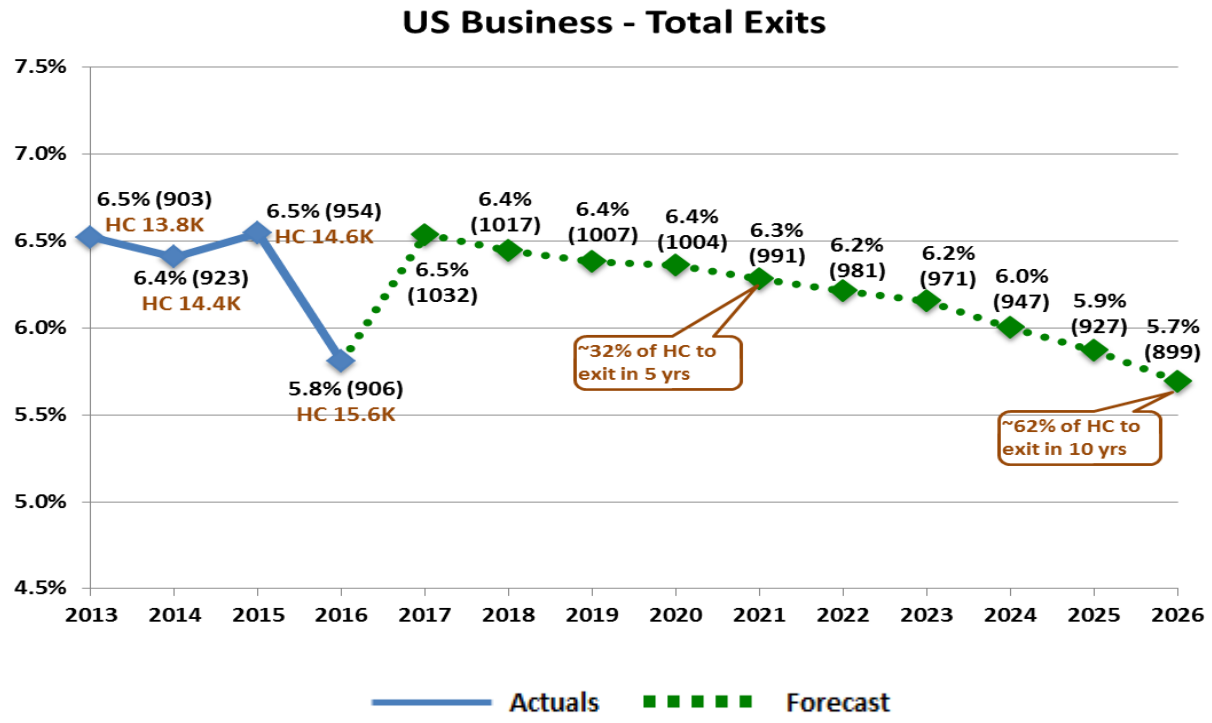
# Entire US Business – L03 Cost Center Level

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Cost Center

- Projected 10 year employee exits approaching 65%
- Jurisdictions, and portions of Finance, Operations and Customer have highest projected exits

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Corporate Functions** | | | | | | | | | | | |
| 460-Corporate Affairs | 51 | 5 | 10 | 14 | 19 | 24 | 29 | 33 | 37 | 41 | 45 |
| 470-Audit | 25 | 3 | 5 | 8 | 11 | 13 | 16 | 18 | 21 | 24 | 26 |
| 510-Strategy, Bus Dev & Tech | 37 | 2 | 5 | 8 | 10 | 13 | 16 | 19 | 21 | 24 | 27 |
| **Finance & Procurement** | | | | | | | | | | | |
| 320-US Finance | 1303 | 127 | 253 | 376 | 497 | 615 | 733 | 849 | 961 | 1069 | 1175 |
| 420-Global Finance | 96 | 6 | 14 | 21 | 27 | 34 | 40 | 46 | 52 | 58 | 64 |
| 450-Global Procurement | 329 | 26 | 50 | 76 | 101 | 125 | 147 | 169 | 189 | 210 | 230 |
| **Human Resources** | | | | | | | | | | | |
| 310-US Human Resources | 85 | 5 | 10 | 15 | 19 | 25 | 30 | 35 | 40 | 44 | 49 |
| 410-Global Human Resources | 85 | 7 | 13 | 20 | 27 | 33 | 40 | 47 | 54 | 60 | 66 |
| **Information Services** | | | | | | | | | | | |
| 330-Total US IS | 389 | 33 | 66 | 98 | 129 | 159 | 190 | 220 | 249 | 276 | 301 |
| **Legal** | | | | | | | | | | | |
| 340-US Legal | 75 | 4 | 9 | 14 | 19 | 24 | 29 | 33 | 38 | 42 | 46 |
| 440-Global Legal | 25 | 2 | 4 | 6 | 7 | 9 | 10 | 12 | 13 | 14 | 15 |
| 441-Senior Counsel Corporate | 22 | 1 | 1 | 2 | 3 | 3 | 4 | 5 | 6 | 7 | 7 |
| **US Functions** | | | | | | | | | | | |
| 110-Operations | 5234 | 333 | 657 | 975 | 1289 | 1599 | 1903 | 2203 | 2498 | 2787 | 3066 |
| 160-Customer | 1480 | 172 | 345 | 517 | 689 | 859 | 1027 | 1194 | 1357 | 1516 | 1669 |
| 170-Regulation & Pricing | 95 | 5 | 11 | 17 | 23 | 30 | 36 | 42 | 48 | 54 | 60 |
| 180-New Energy Solutions | 96 | 6 | 12 | 18 | 24 | 30 | 36 | 42 | 48 | 53 | 58 |
| **US Jurisdictions** | | | | | | | | | | | |
| US Jurisdictions L3 | 6355 | 294 | 583 | 871 | 1165 | 1458 | 1748 | 2036 | 2319 | 2598 | 2869 |
| **Grand Total** | **15782** | **1032** | **2049** | **3056** | **4060** | **5051** | **6032** | **7003** | **7950** | **8877** | **9776** |
| **Yearly Exit Total** | | **1032** | **1017** | **1007** | **1004** | **991** | **981** | **971** | **947** | **927** | **899** |
| **% Exit of current HC** | | **7%** | **13%** | **19%** | **26%** | **32%** | **38%** | **44%** | **50%** | **56%** | **62%** |



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# Entire US Business – L04 Cost Center Level *(Page 1 of 2)*

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Cost Center

- Projected Shared Services exits driving higher Finance numbers at L03

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **110-Operations** | | | | | | | | | | | |
| 110-Control Center Ops | 361 | 22 | 46 | 70 | 95 | 119 | 143 | 168 | 193 | 216 | 239 |
| 110-Electric Process & Engineering | 839 | 52 | 106 | 160 | 215 | 271 | 327 | 381 | 434 | 489 | 541 |
| 110-Emergency Planning PMO | 17 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 110-Gas Process & Engineering | 3061 | 184 | 365 | 541 | 712 | 881 | 1047 | 1212 | 1374 | 1535 | 1691 |
| 110-Operations EVP | 3 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| 110-Operations Support | 825 | 63 | 120 | 175 | 230 | 279 | 329 | 377 | 423 | 467 | 508 |
| 110-Safety, Health & Environment | 128 | 10 | 18 | 26 | 34 | 42 | 50 | 57 | 64 | 70 | 77 |
| **160-Customer** | | | | | | | | | | | |
| 160-Advanced Data & Analytics | 22 | 2 | 3 | 5 | 6 | 7 | 9 | 10 | 11 | 12 | 13 |
| 160-Customer Assurance | 30 | 1 | 2 | 3 | 5 | 6 | 8 | 10 | 11 | 13 | 14 |
| 160-Customer Care | 710 | 112 | 224 | 335 | 446 | 557 | 666 | 772 | 875 | 977 | 1076 |
| 160-Customer Engagement | 49 | 4 | 8 | 12 | 16 | 19 | 23 | 26 | 30 | 34 | 37 |
| 160-Customer Fulfillment | 173 | 21 | 41 | 61 | 81 | 101 | 121 | 140 | 160 | 178 | 196 |
| 160-Customer Leader | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 160-Energy Procurement | 70 | 4 | 7 | 11 | 15 | 18 | 22 | 26 | 31 | 36 | 40 |
| 160-Market Development | 67 | 7 | 13 | 20 | 26 | 31 | 37 | 43 | 49 | 55 | 61 |
| 160-Process & Performance | 69 | 4 | 8 | 13 | 17 | 21 | 24 | 28 | 32 | 36 | 40 |
| 160-Sales & Program Operations | 284 | 18 | 37 | 57 | 77 | 97 | 117 | 137 | 157 | 174 | 191 |
| 160-Environmental&Sustainability Policy | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| **170-Regulation & Pricing** | | | | | | | | | | | |
| 170-New England Pricing | 15 | 1 | 2 | 3 | 5 | 6 | 7 | 8 | 9 | 11 | 12 |
| 170-New England Revenue Reqmt | 17 | 1 | 2 | 3 | 4 | 6 | 7 | 8 | 9 | 10 | 12 |
| 170-New York Pricing | 13 | 1 | 2 | 3 | 4 | 5 | 6 | 6 | 7 | 8 | 9 |
| 170-New York Revenue Reqmt | 17 | 0 | 1 | 2 | 2 | 3 | 3 | 4 | 4 | 5 | 6 |
| 170-Reg Strategy & Int Analytics | 23 | 2 | 3 | 5 | 6 | 8 | 10 | 11 | 13 | 15 | 17 |
| 170-Regulation & Pricing SVP | 1 | | | | | | | | | | |
| 170-Reg Process Excellence | 7 | 0 | 1 | 1 | 1 | 2 | 2 | 3 | 3 | 3 | 4 |
| 170-Regulatory Strategy | 2 | | | | | | | | | | |
| **180-New Energy Solutions** | | | | | | | | | | | |
| 180-VP New Energy Solutions | 54 | 2 | 4 | 6 | 8 | 11 | 13 | 16 | 19 | 22 | 24 |
| 180-NG Energy Management | 42 | 5 | 9 | 12 | 16 | 19 | 23 | 26 | 29 | 31 | 34 |
| **310-US Human Resources** | | | | | | | | | | | |
| 310-Comp, Benefits & Pensions | 18 | 1 | 2 | 3 | 5 | 6 | 8 | 9 | 10 | 11 | 12 |
| 310-HR SVP | 4 | 0 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 4 |
| 310-Inclusion & Diversity | 2 | | | | | | | | | | |
| 310-Labor & Empl Relations | 25 | 1 | 2 | 3 | 5 | 6 | 7 | 9 | 10 | 12 | 13 |
| 310-Recruiting | 23 | 1 | 3 | 4 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 310-US HR Business Partner | 13 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 9 |
| **320-US Finance** | | | | | | | | | | | |
| 320-Business Partnering | 157 | 11 | 23 | 35 | 46 | 58 | 69 | 81 | 93 | 104 | 115 |
| 320-CFO Financial Services | 7 | 0 | 1 | 2 | 2 | 3 | 3 | 4 | 4 | 5 | 5 |
| 320-Corporate Finance | 4 | 0 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 4 |
| 320-Finance Excellence | 57 | 7 | 13 | 20 | 27 | 34 | 40 | 47 | 54 | 60 | 67 |
| 320-Finance Operations | 176 | 18 | 35 | 51 | 67 | 82 | 99 | 115 | 130 | 147 | 163 |
| 320-Shared Services | 902 | 90 | 180 | 267 | 353 | 437 | 519 | 600 | 676 | 749 | 821 |
| **330-Total US IS** | | | | | | | | | | | |
| 330-Corporate IS | 13 | 2 | 3 | 5 | 7 | 9 | 11 | 12 | 14 | 16 | 17 |
| 330-IS Commercial Supplier Mgmt | 15 | 1 | 1 | 1 | 2 | 3 | 3 | 4 | 4 | 5 | 6 |
| 330-IS Digital Risk & Security | 35 | 3 | 5 | 8 | 10 | 13 | 15 | 18 | 20 | 23 | 25 |
| 330-IS Physical Security | 58 | 9 | 17 | 24 | 30 | 35 | 40 | 45 | 50 | 53 | 57 |
| 330-IS Service Delivery | 159 | 12 | 24 | 36 | 48 | 59 | 72 | 85 | 96 | 108 | 118 |
| 330-LOCKED-IS Legacy Org | 7 | 1 | 1 | 2 | 2 | 3 | 3 | 4 | 4 | 5 | 5 |
| 330-US IS | 91 | 7 | 14 | 21 | 28 | 36 | 43 | 50 | 57 | 63 | 69 |
| 330-IS Enterprise Projects | 11 | 0 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 4 | 4 |

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# Entire US Business – L04 Cost Center Level *(Page 2 of 2)*

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Cost Center

- Highest projected exits are in Electric and Gas Process & Engineering, Operations Support, and the four US Jurisdictions

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **340-US Legal** | | | | | | | | | | | |
| 340-Legal-New England Regulatory | 26 | 2 | 3 | 5 | 7 | 8 | 10 | 11 | 13 | 15 | 17 |
| 340-Legal-NY Regulatory | 11 | 0 | 1 | 2 | 3 | 3 | 4 | 4 | 5 | 5 | 6 |
| 340-Legal-Operations | 10 | 0 | 1 | 2 | 3 | 4 | 4 | 5 | 5 | 6 | 6 |
| 340-Legal-Rhode Island Regulatory | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| 340-Litigation, Environ & Employ | 20 | 2 | 3 | 5 | 6 | 8 | 10 | 12 | 13 | 14 | 15 |
| 340-US General Counsel-SVP | 2 | | | | | | | | | | |
| 340-Legal-FERC Regulatory | 1 | | | | | | | | | | |
| **410-Global Human Resources** | | | | | | | | | | | |
| 410-Global & US LTC | 2 | | | | | | | | | | |
| 410-Global Academy | 77 | 6 | 12 | 18 | 25 | 31 | 37 | 44 | 50 | 56 | 62 |
| 410-Global HR Bus Partners | 6 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 |
| **420-Global Finance** | | | | | | | | | | | |
| 420-Claims | 24 | 1 | 4 | 6 | 7 | 9 | 10 | 12 | 13 | 15 | 16 |
| 420-US Insurance | 5 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 2 | 2 | 2 |
| 420-US Investor Relations | 1 | | | | | | | | | | |
| 425-US Tax | 40 | 3 | 6 | 9 | 12 | 15 | 18 | 21 | 24 | 26 | 30 |
| 425-US Treasury | 26 | 2 | 4 | 6 | 8 | 9 | 11 | 12 | 13 | 15 | 16 |
| **440-Global Legal** | | | | | | | | | | | |
| 440-Internal Compliance | 7 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 2 | 3 | 3 |
| 440-Records Mgmt & Reg Comply | 15 | 2 | 3 | 5 | 6 | 7 | 8 | 8 | 9 | 9 | 10 |
| 440-US Risk Management | 3 | 0 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 |
| **441-Senior Counsel Corporate** | | | | | | | | | | | |
| 441-AGC&D-M&A | 7 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 2 | 2 |
| 441-AGC&D-US Corporate Commercial | 6 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 |
| 441-AGC-Financing | 1 | | | | | | | | | | |
| 441-Legal-Real Estate | 8 | 0 | 0 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 |
| **450-Global Procurement** | | | | | | | | | | | |
| 450-Procurement Ops-UK | 8 | 1 | 2 | 3 | 5 | 6 | 7 | 8 | 9 | 10 | 10 |
| 450-Procurement Ops-US | 51 | 4 | 8 | 12 | 16 | 19 | 22 | 25 | 28 | 32 | 35 |
| 450-Procurement PEX | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 450-Procurement Strategy | 22 | 4 | 7 | 11 | 15 | 18 | 22 | 25 | 29 | 32 | 36 |
| 450-Inventory Management | 243 | 17 | 33 | 50 | 66 | 81 | 96 | 110 | 123 | 137 | 149 |
| **460-Corporate Affairs** | | | | | | | | | | | |
| 460-Corporate Philanthropy | 3 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 |
| 460-Federal Affairs | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 460-Government Relations | 8 | 1 | 2 | 2 | 3 | 4 | 4 | 5 | 5 | 5 | 5 |
| 460-Strategic Communications | 35 | 4 | 8 | 11 | 15 | 19 | 23 | 27 | 31 | 34 | 37 |
| **470-Audit** | | | | | | | | | | | |
| 470-US Audit | 25 | 3 | 5 | 8 | 11 | 13 | 16 | 18 | 21 | 24 | 26 |
| **510-Strategy, Bus Dev & Tech** | | | | | | | | | | | |
| 510-Business Development/M&A | 26 | 1 | 2 | 3 | 4 | 6 | 7 | 8 | 10 | 11 | 13 |
| 510-US Strategy & Technology | 11 | 1 | 3 | 4 | 6 | 7 | 9 | 10 | 12 | 13 | 14 |
| **US Jurisdictions L3** | | | | | | | | | | | |
| 200-Exec Director-US | 91 | 4 | 8 | 12 | 17 | 21 | 26 | 31 | 36 | 42 | 47 |
| 210-Jurisdictions-NY | 3183 | 155 | 308 | 459 | 611 | 763 | 909 | 1051 | 1189 | 1319 | 1442 |
| 220-Jurisdictions-MA | 1953 | 68 | 138 | 212 | 290 | 370 | 451 | 534 | 620 | 709 | 801 |
| 230-Jurisdictions-RI | 477 | 17 | 33 | 52 | 73 | 94 | 116 | 141 | 165 | 190 | 213 |
| 240-Jurisdictions-Fed | 651 | 50 | 96 | 136 | 173 | 210 | 245 | 279 | 310 | 338 | 365 |
| **Grand Total** | **15782** | **1032** | **2049** | **3056** | **4060** | **5051** | **6032** | **7003** | **7950** | **8877** | **9776** |
| **Yearly Exit Total** | | **1032** | **1017** | **1007** | **1004** | **991** | **981** | **971** | **947** | **927** | **899** |
| **% Exit of current HC** | | **7%** | **13%** | **19%** | **26%** | **32%** | **38%** | **44%** | **50%** | **56%** | **62%** |

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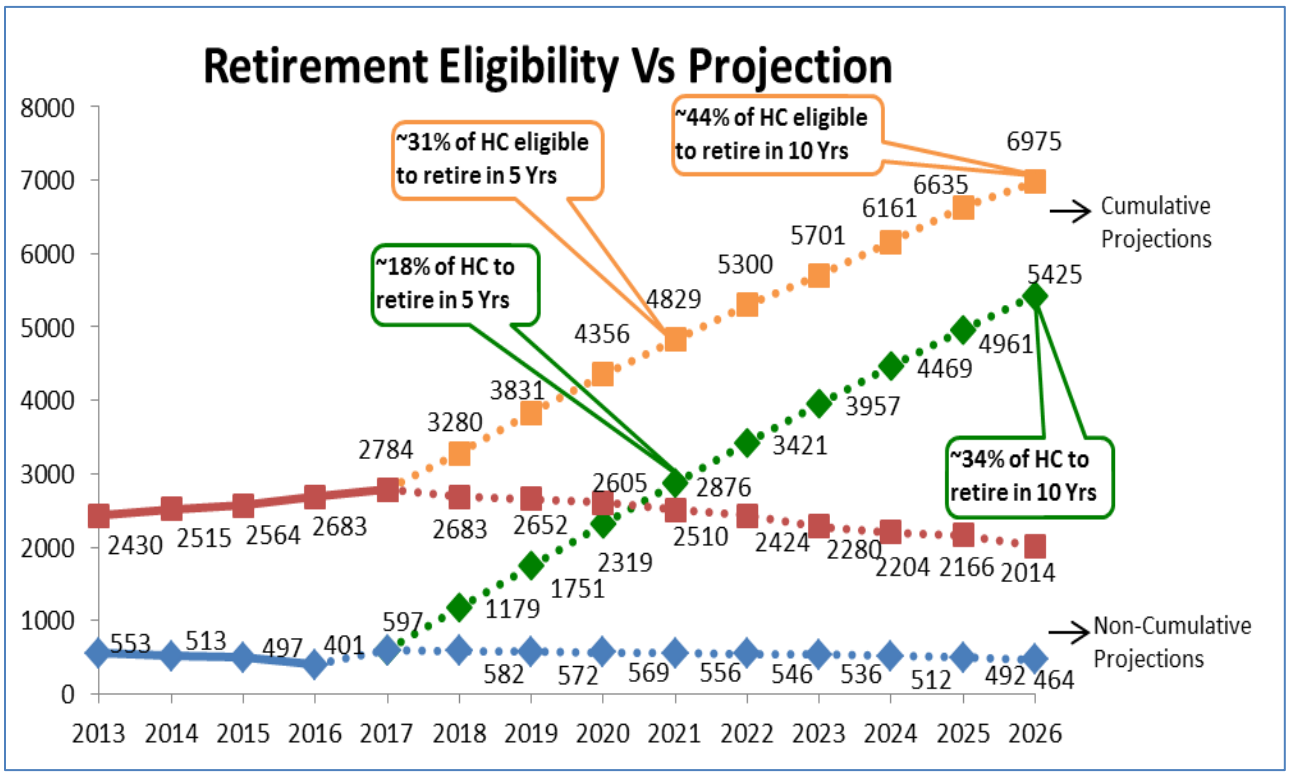
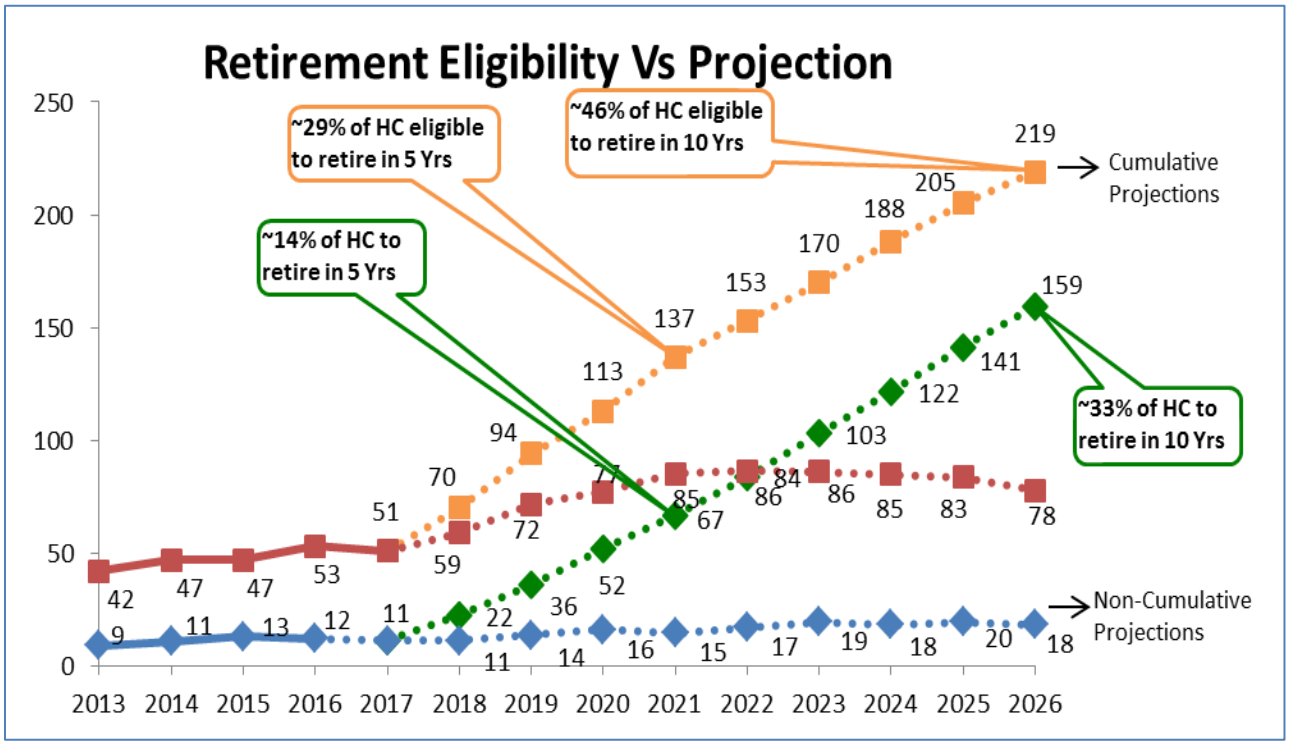
## Entire US Business

Retirement Eligibility Vs Projection




## Jurisdiction – Rhode Island

Retirement Eligibility Vs Projection




Retirement: Actuals Non-Cumulative Projection Cumulative Projection
Pension Plan Retire Eligibile: Actuals Non-Cumulative Projection Cumulative Projection

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# Jurisdiction – Rhode Island

## L05 Cost Center Level

### 10 Year Projection of total Exits (Attrition & Retirements)

By: Cost Center

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **110-Operations** | | | | | | | | | | | |
| **110-Gas Process & Engineering** | | | | | | | | | | | |
| 110-Customer Meter Svcs | 214 | 11 | 22 | 34 | 45 | 56 | 67 | 80 | 90 | 102 | 113 |
| **US Jurisdictions L3** | | | | | | | | | | | |
| **230-Jurisdictions-RI** | | | | | | | | | | | |
| 230-Jurisdictions-RI Pres | 2 | | | | | | | | | | |
| 230-Maint & Const-RI Elec | 329 | 10 | 22 | 34 | 48 | 63 | 78 | 96 | 114 | 132 | 151 |
| 230-Maint & Const-RI Gas | 138 | 6 | 11 | 18 | 24 | 29 | 36 | 42 | 48 | 54 | 59 |
| 230-Community & Cust Mgmt-RI | 6 | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 3 |
| 230-Performance & Strategy-RI | 2 | | | | | | | | | | |
| **Grand Total** | **691** | **28** | **56** | **86** | **118** | **149** | **183** | **221** | **254** | **291** | **326** |
| **Yearly Exit Total** | | **66** | **64** | **64** | **64** | **64** | **62** | **61** | **61** | **58** | **56** |
| **% Exit of current HC** | | **4%** | **9%** | **13%** | **17%** | **22%** | **26%** | **30%** | **34%** | **38%** | **42%** |

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# Jurisdiction – Rhode Island

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Job Group B

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Massachusetts** | | | | | | | | | | | |
| Electric Maintenance & Construction Supervision | 2 | | | | | | | | | | |
| Electric Maintenance & Construction Worker | 14 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 3 | 4 | 5 |
| Gas Analyst Support | 1 | | | | | | | | | | |
| Gas Maintenance & Construction Supervision | 1 | | | | | | | | | | |
| **Rhode Island** | | | | | | | | | | | |
| Administrative Support | 2 | | | | | | | | | | |
| Clerical Support | 2 | | | | | | | | | | |
| Community & Customer Relations | 6 | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 3 |
| Electric Engineering | 21 | 2 | 4 | 6 | 7 | 9 | 10 | 11 | 12 | 13 | 14 |
| Electric Engineering Leadership | 1 | | | | | | | | | | |
| Electric Engineering Supervision | 2 | | | | | | | | | | |
| Electric Engineering Support | 1 | | | | | | | | | | |
| Electric Maintenance & Construction Leadership | 5 | 0 | 1 | 1 | 1 | 2 | 3 | 3 | 4 | 4 | 5 |
| Electric Maintenance & Construction Supervision | 27 | 1 | 2 | 3 | 5 | 6 | 8 | 10 | 12 | 14 | 16 |
| Electric Maintenance & Construction Support | 6 | 0 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 3 |
| Electric Maintenance & Construction Worker | 248 | 6 | 13 | 21 | 30 | 40 | 52 | 64 | 77 | 90 | 103 |
| Electric Safety | 1 | | | | | | | | | | |
| Executive Leadership | 1 | | | | | | | | | | |
| Gas Analyst Support | 2 | | | | | | | | | | |
| Gas Maintenance & Construction Leadership | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 |
| Gas Maintenance & Construction Supervision | 12 | 0 | 0 | 0 | 1 | 1 | 1 | 2 | 2 | 2 | 3 |
| Gas Maintenance & Construction Support | 1 | | | | | | | | | | |
| Gas Maintenance & Construction Worker | 113 | 5 | 10 | 15 | 20 | 24 | 29 | 35 | 39 | 44 | 48 |
| Gas Safety | 1 | | | | | | | | | | |
| Gas Trainer | 1 | | | | | | | | | | |
| Performance & Strategy | 1 | | | | | | | | | | |
| Process Excellence | 1 | | | | | | | | | | |
| Electric Metering Services | 17 | 1 | 2 | 3 | 4 | 5 | 7 | 8 | 9 | 10 | 11 |
| Clerical Support | 3 | 0 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 |
| Gas Metering Services | 123 | 7 | 13 | 19 | 25 | 30 | 36 | 43 | 49 | 55 | 62 |
| Supervision Metering | 9 | 0 | 1 | 1 | 2 | 3 | 3 | 4 | 4 | 5 | 6 |
| Metering Services Leadership | 3 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 2 |
| Electric & Gas Metering Services | 58 | 3 | 6 | 9 | 12 | 15 | 18 | 21 | 24 | 27 | 30 |
| Metering Analyst Support | 1 | | | | | | | | | | |
| Performance & Strategy Leadership | 1 | | | | | | | | | | |
| **Grand Total** | **691** | **28** | **56** | **86** | **118** | **149** | **183** | **221** | **254** | **291** | **326** |
| **Yearly Exit Total** | | **28** | **28** | **30** | **32** | **31** | **34** | **37** | **34** | **37** | **35** |
| **% Exit of current HC** | | **4%** | **8%** | **12%** | **17%** | **22%** | **27%** | **32%** | **37%** | **42%** | **47%** |

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# Jurisdiction – Rhode Island

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Job Family

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Massachusetts** | | | | | | | | | | | |
| Electric Protection & Telecom Worker | 14 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 3 | 4 | 5 |
| Field Supervisor Gas | 1 | | | | | | | | | | |
| Gas Analyst | 1 | | | | | | | | | | |
| Field Supervisor Electric | 2 | | | | | | | | | | |
| **Rhode Island** | | | | | | | | | | | |
| Administrative Assistant | 2 | | | | | | | | | | |
| Clerk | 2 | | | | | | | | | | |
| Community & Customer Relations Leadership | 1 | | | | | | | | | | |
| Electric Distribution Design | 21 | 2 | 4 | 6 | 7 | 9 | 10 | 11 | 12 | 13 | 14 |
| Electric Distribution Design Support | 1 | | | | | | | | | | |
| Electric Inspections | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Electric Overhead Worker | 159 | 4 | 8 | 13 | 19 | 25 | 32 | 40 | 49 | 57 | 65 |
| Electric Protection & Telecom Worker | 14 | 0 | 1 | 2 | 3 | 3 | 4 | 6 | 7 | 8 | 8 |
| Electric Safety Advocate | 1 | | | | | | | | | | |
| Electric Substation Worker | 42 | 1 | 2 | 4 | 6 | 7 | 10 | 12 | 15 | 17 | 19 |
| Electric Underground Worker | 33 | 1 | 2 | 2 | 3 | 4 | 5 | 6 | 7 | 9 | 10 |
| Electric Work Readiness | 3 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 |
| Field Supervisor Gas | 12 | 0 | 0 | 0 | 1 | 1 | 1 | 2 | 2 | 2 | 3 |
| Gas Analyst | 2 | | | | | | | | | | |
| Gas Auxiliary Operations | 13 | 1 | 1 | 2 | 2 | 3 | 4 | 5 | 7 | 8 | 8 |
| Gas Inspector | 4 | 1 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| Gas Maintenance & Construction Laborer/Helper | 7 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Mechanic / Technician | 89 | 3 | 6 | 10 | 14 | 17 | 21 | 25 | 27 | 31 | 34 |
| Gas Safety Advocate | 1 | | | | | | | | | | |
| Gas Tool Technician | 1 | | | | | | | | | | |
| Gas Trainer | 1 | | | | | | | | | | |
| Performance & Strategy | 1 | | | | | | | | | | |
| Process Manager Gas | 1 | | | | | | | | | | |
| Field Supervisor Electric | 27 | 1 | 2 | 3 | 5 | 6 | 8 | 10 | 12 | 14 | 16 |
| President | 1 | | | | | | | | | | |
| Electric Director Maintenance & Construction | 2 | | | | | | | | | | |
| Electric Engineering Supervision | 2 | | | | | | | | | | |
| Electric Distribution Design Leadership | 1 | | | | | | | | | | |
| Gas Director Maintenance & Construction | 1 | | | | | | | | | | |
| Meter Services Representative | 191 | 10 | 19 | 29 | 38 | 48 | 57 | 68 | 77 | 88 | 98 |
| Metering Clerk | 3 | 0 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 |
| Metering Director | 1 | | | | | | | | | | |
| Metering Manager | 1 | | | | | | | | | | |
| Metering Vice President | 1 | | | | | | | | | | |
| Metering Process Manager | 1 | | | | | | | | | | |
| Gas Manager Maintenance & Construction | 2 | | | | | | | | | | |
| Electric Manager Maintenance & Construction | 3 | 0 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 3 |
| Community & Customer Relations Representative | 5 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 2 |
| Performance & Strategy Director | 1 | | | | | | | | | | |
| Metering Supervisor | 9 | 0 | 1 | 1 | 2 | 3 | 3 | 4 | 4 | 5 | 6 |
| Working Leader | 7 | 0 | 2 | 2 | 3 | 3 | 4 | 4 | 5 | 5 | 5 |
| **Grand Total** | **691** | **28** | **56** | **86** | **118** | **149** | **183** | **221** | **254** | **291** | **326** |
| **Yearly Exit Total** | | **28** | **28** | **30** | **32** | **31** | **34** | **37** | **34** | **37** | **35** |
| **% Exit of current HC** | | **4%** | **8%** | **12%** | **17%** | **22%** | **27%** | **32%** | **37%** | **42%** | **47%** |

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# Jurisdiction – Rhode Island

## 10 Year Projection of total Exits (Attrition & Retirements)

By: **Leadership** - Role Cluster

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Long Island** | | | | | | | | | | | |
| Gas Engineering | 2 | | | | | | | | | | |
| Gas Maintenance & Construction Leadership | 10 | 0 | 1 | 1 | 2 | 3 | 3 | 4 | 5 | 6 | 6 |
| Gas Maintenance & Construction Supervision | 36 | 2 | 4 | 6 | 8 | 11 | 13 | 16 | 18 | 20 | 21 |
| **Massachusetts** | | | | | | | | | | | |
| Gas Maintenance & Construction Leadership | 1 | | | | | | | | | | |
| **New York Central** | | | | | | | | | | | |
| Gas Maintenance & Construction Leadership | 4 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 2 |
| Gas Maintenance & Construction Supervision | 20 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| **New York City** | | | | | | | | | | | |
| Gas Maintenance & Construction Leadership | 11 | 0 | 1 | 1 | 2 | 2 | 3 | 3 | 4 | 5 | 6 |
| Gas Maintenance & Construction Supervision | 55 | 2 | 4 | 7 | 11 | 14 | 17 | 20 | 23 | 27 | 30 |
| **New York East** | | | | | | | | | | | |
| Gas Maintenance & Construction Leadership | 4 | 0 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 3 | 3 |
| Gas Maintenance & Construction Supervision | 28 | 1 | 2 | 4 | 5 | 6 | 8 | 10 | 11 | 13 | 14 |
| **Grand Total** | **171** | **7** | **16** | **25** | **35** | **45** | **55** | **66** | **76** | **86** | **95** |
| **Yearly Exit Total** | | **7** | **8** | **9** | **10** | **10** | **10** | **10** | **10** | **10** | **9** |
| **% Exit of current HC** | | **4%** | **9%** | **15%** | **20%** | **26%** | **32%** | **38%** | **44%** | **50%** | **55%** |

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## Total Churn: (RI Jurisdiction)

| | 2016 | | | | | 2015 | | | | 2014 | | | | 2013 | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Internal Movement | HC | Attrit # | Rotate # | Attrit % | Rotate % | Attrit # | Rotate # | Attrit % | Rotate % | Attrit # | Rotate # | Attrit % | Rotate % | Attrit # | Rotate # | Attrit % | Rotate % |
| **230-Jurisdictions-RI** | **441** | **12** | **35** | **2.7%** | **7.9%** | **7** | **9** | **1.6%** | **2.0%** | **15** | **19** | **3.3%** | **4.1%** | **8** | **25** | **1.8%** | **5.7%** |
| 230-Maint & Const-RI Elec | 293 | 5 | 21 | 1.7% | 7.2% | 4 | 9 | 1.3% | 3.0% | 3 | 16 | 1.0% | 5.2% | 3 | 18 | 1.0% | 6.0% |
| 230-Maint & Const-RI Gas | 137 | 6 | 14 | 4.4% | 10.2% | 3 | 0 | 2.2% | 0.0% | 10 | 3 | 7.1% | 2.1% | 5 | 7 | 3.9% | 5.5% |
| 230-Community & Cust Mgmt-RI | 6 | 1 | 0 | 16.7% | 0.0% | 0 | 0 | 0.0% | 0.0% | 2 | 0 | 33.3% | 0.0% | | | 0.0% | 0.0% |
| 230-Jurisdictions-RI Pres | 5 | | | 0.0% | 0.0% | | | 0.0% | 0.0% | 0 | 0 | 0.0% | 0.0% | | | 0.0% | 0.0% |
| 230-Performance & Strategy-RI | | | | 0.0% | 0.0% | 0 | 0 | 0.0% | 0.0% | 0 | 0 | 0.0% | 0.0% | | | 0.0% | 0.0% |

### Cost Centers Employees Moved To:

| Cost Center | 2016 | 2015 | 2014 | 2013 |
|---|---|---|---|---|
| 220-Maint & Const-MA Gas | 4 | 0 | 6 | 4 |
| 110-Customer Meter Svcs | 3 | 3 | 4 | 1 |
| 220-Maint & Const-MA Elec | 2 | 1 | 1 | 3 |
| 110-Gas PMCC & Resource Planning | 1 | | | |
| 110-Ops Support Services | 1 | | | |
| Strategic Comms NE | 1 | | | |
| 230-Maint & Const-RI Elec | 0 | 0 | 0 | 0 |
| 330-US IS | | 1 | | |
| 230-Performance & Strategy-RI | | | 0 | |
| 160-VP Market Development | 0 | | | |
| 160-Commercial Leader-MA | | | 1 | |
| 210-Jurisdictions-NY Pres | | | 0 | |
| 230-Maint & Const-RI Gas | 0 | 0 | 0 | 0 |
| 110-LNG Operations | | | 1 | |
| 320-Shared Services Exec | | 1 | | |
| Strategic Comms DNY | | | 1 | |
| Rec Mgmt & Reg Comp | | 0 | | |
| 110-Gas Systems Engineering | | 1 | | |
| 230-Jurisdictions-RI Pres | | | | |
| 110-Gas Control | | | 1 | |
| 230-Community & Cust Mgmt-RI | | 0 | | |
| **Grand Total** | **12** | **7** | **15** | **8** |

### Job Family Employees Moved To:

| Job Family | 2016 | 2015 | 2014 | 2013 |
|---|---|---|---|---|
| Gas Inspector | 4 | 0 | 5 | 2 |
| Electric Substation Worker | 1 | 0 | 0 | 0 |
| Maps & Records Technician | 1 | | | |
| Communications Analyst | 1 | | | |
| Resource Planning Coordinator | 1 | | | |
| Dispatch Clerk | 1 | | | |
| Meter Services Representative | 1 | 3 | 4 | |
| Electric Overhead Worker | 1 | 0 | 1 | 2 |
| - | 1 | 4 | 2 | 4 |
| LNG Propane Technician | | | 1 | |
| Gas Instrum & Reg | | | 1 | |
| Gas Control Operator | | | 1 | |
| **Grand Total** | **12** | **7** | **15** | **8** |



**Job Family info in progress for historic movements*

CONFIDENTIAL



| | HC | Internal Hiring # | | | | Internal Hiring % | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Internal Hiring** | **2016** | **2016** | **2015** | **2014** | **2013** | **2016** | **2015** | **2014** | **2013** |
| **230-Jurisdictions-RI** | **441** | **20** | **19** | **27** | **25** | **4.5%** | **4.2%** | **5.9%** | **5.7%** |
| 230-Maint & Const-RI Elec | 293 | 11 | 12 | 12 | 15 | 3.8% | 4.0% | 3.9% | 5.0% |
| 230-Maint & Const-RI Gas | 137 | 7 | 6 | 13 | 10 | 5.1% | 4.3% | 9.2% | 7.8% |
| 230-Community & Cust Mgmt-RI | 6 | 2 | 0 | 2 | | 33.3% | 0.0% | 33.3% | 0.0% |
| 230-Jurisdictions-RI Pres | 5 | 0 | 1 | | | 0.0% | 25.0% | 0.0% | 0.0% |
| 230-Performance & Strategy-RI | | | | 0 | | | | 0.0% | 0.0% |

**Cost Centers Moved From:**

| Cost Center | 2016 | 2015 | 2014 | 2013 |
|---|---|---|---|---|
| 110-Customer Meter Svcs | 9 | 11 | 18 | 11 |
| 220-Maint & Const-MA Gas | 3 | 2 | 2 | 4 |
| 110-Fleet Management | 2 | | 1 | 3 |
| 160-Contact Center-NE | 1 | 2 | 1 | |
| 210-Community & Cust Mgmt-NY | 1 | | | |
| 220-Maint & Const-MA Elec | 1 | 1 | 1 | 1 |
| 110-TCC-New England | 1 | | | |
| 110-Ops Support Services | 1 | 1 | 1 | |
| 160-Cust Sat & Reg Compliance-NE | 1 | | | |
| NE Revenue Requirement | 0 | | | |
| 230-Performance & Strategy-RI | | | 0 | |
| 230-Maint & Const-RI Elec | 0 | 0 | 0 | 0 |
| 110-Gas Pipeline Safety & Compliance | | | | 1 |
| 320-Shared Services M2C | | 1 | | |
| 160-Contact Ctr-Long Island | | | | 1 |
| 110-Control Ctr-New England | | | | 1 |
| 110-Control Ctr-Compliance Training | | | 1 | |
| 230-Maint & Const-RI Gas | 0 | 0 | 0 | 0 |
| 110-Gas Process & Eng SVP | | | 1 | |
| 320-Business Partnering | 0 | | | 1 |
| 110-Lab & Testing-Gas-NE/NY | | | 1 | |
| 450-Warehouses-NE | | | | 1 |
| 110-Environment | | 1 | | |
| US Technical | | | | 1 |
| 230-Community & Cust Mgmt-RI | | 0 | | |
| 230-Jurisdictions-RI Pres | | | | |
| **Grand Total** | **20** | **19** | **27** | **25** |

**Job Family Moved From:**

| Job Family | 2016 | 2015 | 2014 | 2013 |
|---|---|---|---|---|
| Meter Services Representative | 6 | 7 | 12 | 8 |
| - | 5 | 5 | 8 | 11 |
| Gas Inspector | 2 | 0 | 1 | 1 |
| Consumer Advocate | 1 | | | |
| Service Analyst | 1 | | | |
| Metering Manager | 1 | | | |
| Electric Distribution Design | 1 | | | 0 |
| Transmission Control Center Operator | 1 | | | |
| Fleet Technician | 1 | | 1 | 1 |
| Community & Customer Relations Represen | 1 | | | |
| Electric Underground Worker | 0 | 0 | 1 | 0 |
| Work Support Clerk | | | 1 | |
| Service Clerk | | 2 | | 1 |
| Warehousing Material Handler | | | | 1 |
| Metering Clerk | | | | 1 |
| Control Center Operator | | | | 1 |
| Field Supervisor Electric | 0 | 1 | 0 | 0 |
| Investigation & Remediation Manager | | 1 | | |
| Dispatcher Gas | | 2 | | |
| Compliance Training Representative | | | 1 | |
| Meter Technician | | | 1 | |
| Gas Utility Mechanic | | | 1 | |
| Gas Mechanic / Technician | 0 | 1 | 0 | 0 |
| **Grand Total** | **20** | **19** | **27** | **25** |



**Job Family info in progress for historic movements*

# Appendix

## Internal Movements Definitions

| Metric | Definition |
|---|---|
| Internal Attrition | Employees exiting business cost center to another while changing roles |
| Internal Rotation | Employees changing roles within the same cost center level |
| Internal Hiring | Employees entering business cost center from another while changing roles |

*Change in role is flagged based on change in Org Unit and Position Desc
*Internal Rotation and Hiring does not include role changes or promotions within an Org unit

# WORKFORCE PLANNING

## Jurisdiction - Rhode Island

**Workforce Supply Analysis** – Based on September 2017 HR Population Data

Version 1.0

November 28, 2017

**Summary**

**This package provides workforce planning insights and projections and is intended to enable business leadership to manage talent risks arising from supply drivers such as retirement, attrition or internal movements.**

**Key Highlights**

- **In the past 12 months the average retirement age for Jurisdiction - Rhode Island was the same as the overall US business at 61.**
- **Retirement & attrition rates in past 12 month for Jurisdiction - Rhode Island was 2.5% and .6% respectively, compared to the overall US business at 2.9% and 3.2%.**
- **10 year total exit projection for Jurisdiction - Rhode Island is at 44% of current headcount, compared to overall US business at 61%.**

**Areas of focus**

- **Attrition percentage for the age groups 50-54 is higher than the overall average which represents an area for potential improvement as represented on page 3.**
- **In 2016, 12 employees retired representing a significant gap to the 51 employees that were eligible to retire, page 10.**
- **Detailed on pages 12 & 13, the employee groups of Electric Workers represent areas where we see the greatest workforce risks based on the 10-year projections.**

## CONTENTS

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Job Family, Leadership

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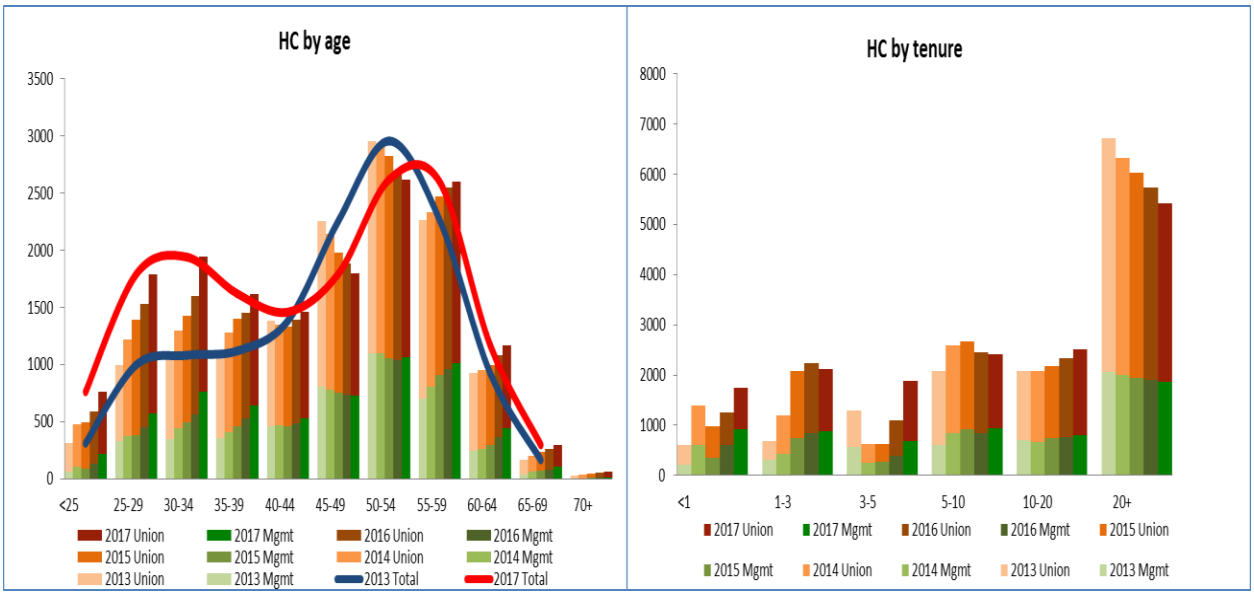
Jurisdiction - Rhode Island Internal Movements, Internal Hiring

* This executive summary pack has been redacted to preserve age confidentiality. Should you require more information to perform specific workforce planning or risk analysis, a non-redacted version along with additional views is available upon request of from the Strategic Workforce Planning Team.

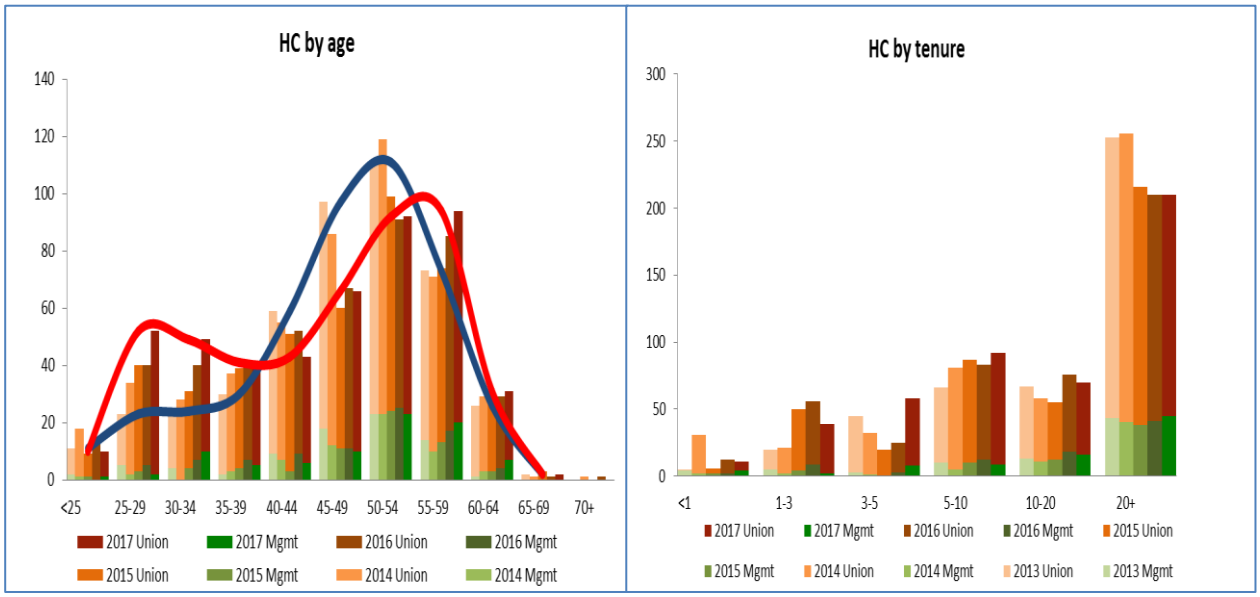
# Trending Age Demographics
# October 2016 – September 2017
# Entire US Business

- Ages 45 – 54 trending downward while <25 through 44 and 55 through 70+ trending upward.




# Jurisdiction - Rhode Island

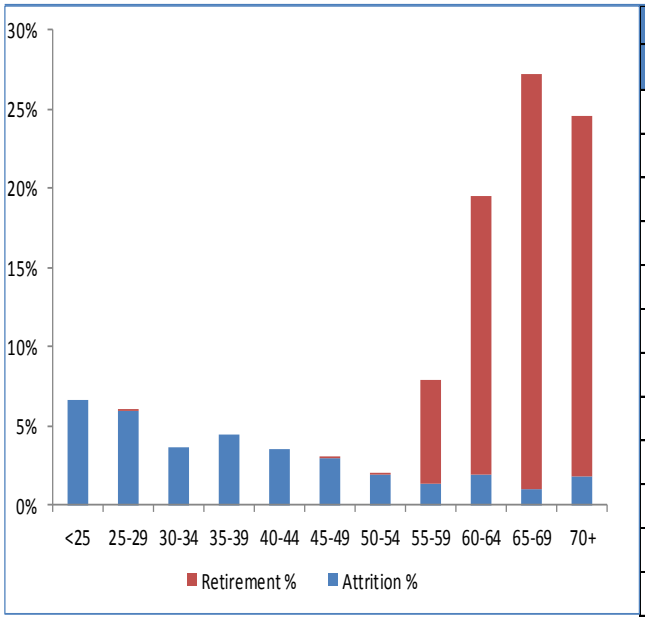
- Average age has increased for the Management population from 46 in 2013 to 48 in 2017 and decreased from 47 to 44 for Union.
- Average tenure has increased for the Management population from 19 in 2013 to 20 in 2017 and decreased from 19 to 16 for Union.



# Attrition & Retirement Rates- Entire US Business

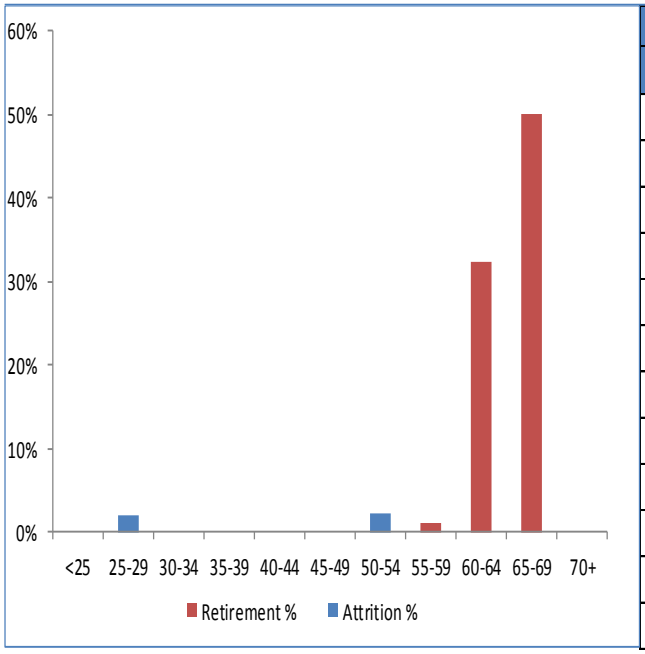
## October 2016 – September 2017 (*page 2 of 2*)

- Attrition remains highest among ages 20 - 29
- Highest percentages of Retirements are between ages 65 - 69




| Oct 2016 - Sep 2017 | | | | |
|---|---|---|---|---|
| Age | FTEs | Attrition % | Retirement % | All exits % |
| <25 | 759 | 6.6% | 0.0% | 6.6% |
| 25-29 | 1792 | 6.0% | 0.1% | 6.0% |
| 30-34 | 1941 | 3.6% | 0.0% | 3.6% |
| 35-39 | 1620 | 4.4% | 0.0% | 4.4% |
| 40-44 | 1459 | 3.6% | 0.0% | 3.6% |
| 45-49 | 1795 | 2.9% | 0.1% | 3.0% |
| 50-54 | 2620 | 1.9% | 0.0% | 2.0% |
| 55-59 | 2600 | 1.3% | 6.7% | 7.9% |
| 60-64 | 1167 | 1.9% | 17.7% | 19.5% |
| 65-69 | 297 | 1.0% | 26.3% | 27.3% |
| 70+ | 57 | 1.8% | 22.8% | 24.6% |
| Grand Total | 16107 | 3.2% | 2.9% | 6.1% |

## Jurisdiction - Rhode Island




| Oct 2016 - Sep 2017 | | | | |
|---|---|---|---|---|
| Age | FTEs | Attrition % | Retirement % | All exits % |
| <25 | 10 | 0.0% | 0.0% | 0.0% |
| 25-29 | 52 | 1.9% | 0.0% | 1.9% |
| 30-34 | 49 | 0.0% | 0.0% | 0.0% |
| 35-39 | 41 | 0.0% | 0.0% | 0.0% |
| 40-44 | 43 | 0.0% | 0.0% | 0.0% |
| 45-49 | 66 | 0.0% | 0.0% | 0.0% |
| 50-54 | 92 | 2.2% | 0.0% | 2.2% |
| 55-59 | 94 | 0.0% | 1.1% | 1.1% |
| 60-64 | 31 | 0.0% | 32.3% | 32.3% |
| 65-69 | 2 | 0.0% | 50.0% | 50.0% |
| 70+ | 0 | 0.0% | 0.0% | 0.0% |
| Grand Total | 480 | 0.6% | 2.5% | 3.1% |

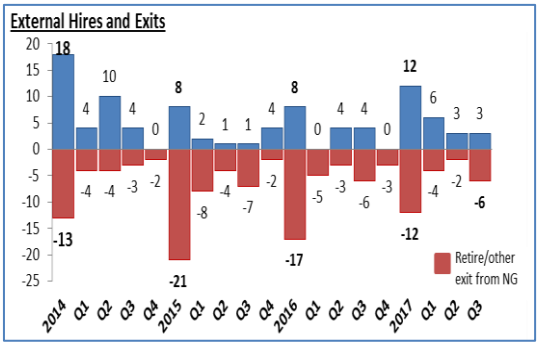
# Attrition & Retirement Rates- Entire US Business

## October 2016 – September 2017 (*page 2 of 2*)

## Jurisdiction - Rhode Island

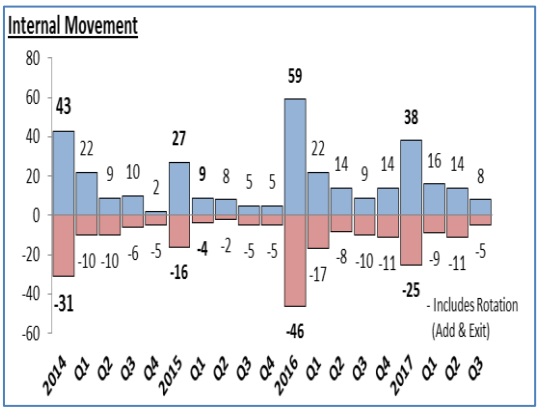
External Hires and Exits

- Number of employees hired from outside or left the company. Positive (blue) shows number of employees hired from external market.
- Negative (red) shows number of employees who left the company through Retirement or other exits such as resignation, misconduct, death etc.



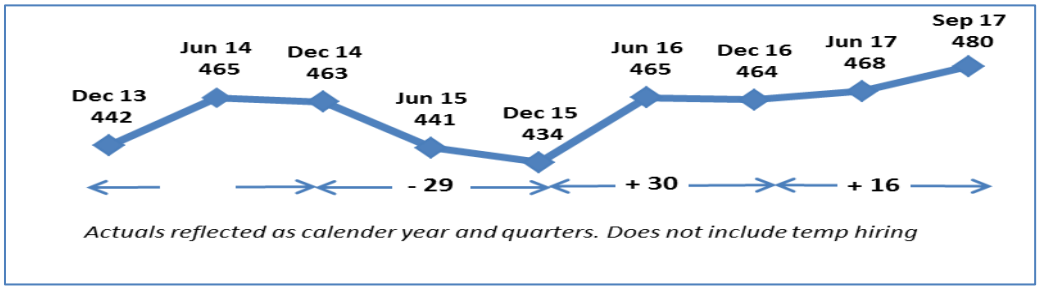

Internal Movement

- Number of employee moving from one business group to other or changing roles within business group. Positive (blue) shows number of employees hired from other parts of the company or changed roles within the business.
- Negative (red) shows number of employees who left the business group to other parts of company or changed roles within the business



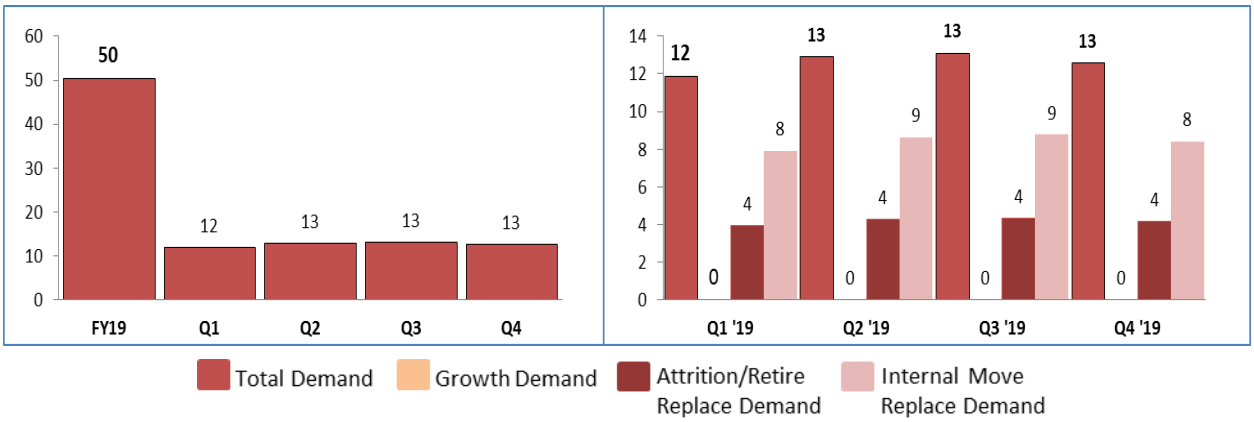

Headcount Trend

- Bi-annual headcount trend for the business. Yearly change in headcount reflected at bottom of chart




Workforce Plan - Hiring Forecast

- Number of employees forecasted to be hired for FY19. Based on combining known growth hires, replacement hires for attrition/retirement and replacement hires for internal movement



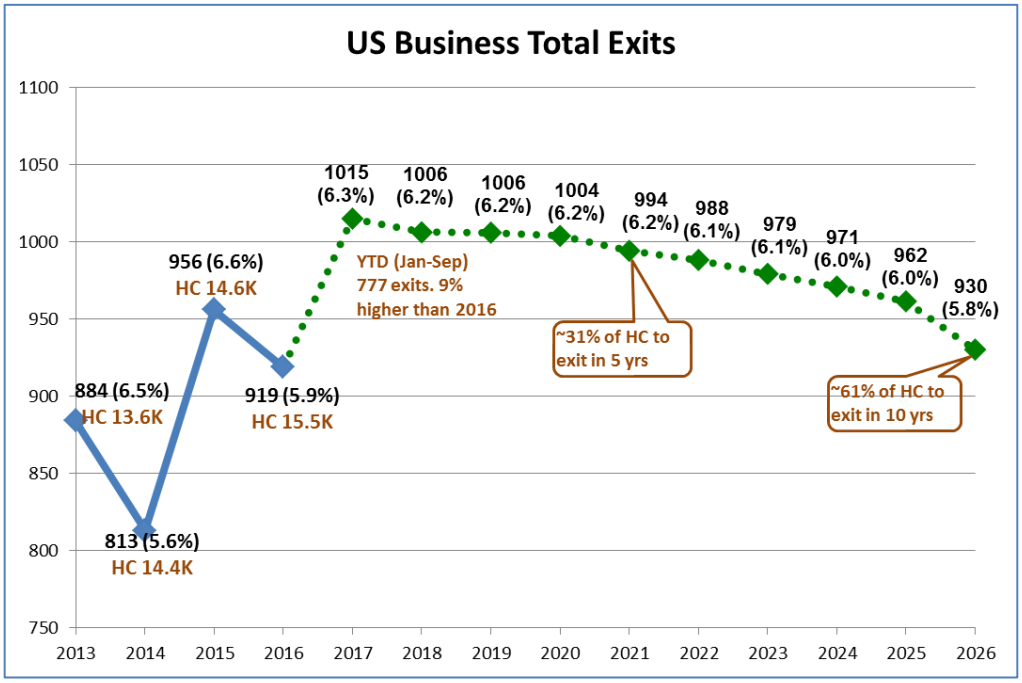
# Entire US Business – L03 Cost Center Level

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Cost Center

- Projected 10 year employee exits exceeding 60%
- The highest projected exits are in the Jurisdictions, portions of Finance and US Functions.

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Corporate Functions** | | | | | | | | | | | |
| 460-Corporate Affairs | 48 | 3 | 5 | 8 | 11 | 13 | 15 | 18 | 20 | 22 | 25 |
| 470-Audit | 26 | 1 | 3 | 4 | 6 | 7 | 9 | 11 | 12 | 14 | 15 |
| Business Excellence | 22 | 0 | 1 | 1 | 1 | 2 | 2 | 3 | 4 | 5 | 6 |
| **Finance & Procurement** | | | | | | | | | | | |
| 320-US Finance | 1012 | 93 | 186 | 279 | 371 | 464 | 557 | 652 | 746 | 840 | 932 |
| 450-Global Procurement | 334 | 19 | 36 | 57 | 76 | 93 | 109 | 123 | 137 | 152 | 166 |
| 420-Global Finance | 112 | 5 | 9 | 13 | 17 | 21 | 26 | 31 | 38 | 44 | 49 |
| **Human Resources** | | | | | | | | | | | |
| 410-Global Human Resources | 87 | 6 | 12 | 19 | 25 | 32 | 39 | 46 | 52 | 58 | 64 |
| 310-US Human Resources | 87 | 3 | 6 | 9 | 13 | 16 | 20 | 23 | 25 | 29 | 32 |
| **Information Services** | | | | | | | | | | | |
| 330-Total US IS | 432 | 29 | 58 | 87 | 117 | 146 | 174 | 203 | 231 | 259 | 287 |
| **Legal** | | | | | | | | | | | |
| 340-US Legal | 72 | 3 | 6 | 10 | 14 | 17 | 20 | 23 | 26 | 29 | 32 |
| 440-Global Legal | 26 | 2 | 5 | 6 | 8 | 10 | 11 | 13 | 14 | 16 | 17 |
| 441-Senior Counsel Corporate | 21 | 1 | 1 | 2 | 2 | 3 | 4 | 4 | 5 | 6 | 7 |
| **US Functions** | | | | | | | | | | | |
| Business Operations | 1750 | 106 | 211 | 316 | 420 | 523 | 624 | 726 | 830 | 932 | 1033 |
| Business Services | 1692 | 209 | 409 | 608 | 805 | 1000 | 1192 | 1379 | 1563 | 1746 | 1923 |
| Network Ops, Safety & Capital I | 1485 | 99 | 199 | 296 | 394 | 486 | 579 | 672 | 764 | 852 | 938 |
| 170-Regulation & Pricing | 90 | 3 | 7 | 10 | 13 | 17 | 21 | 24 | 28 | 32 | 36 |
| 180-New Energy Solutions | 59 | 2 | 5 | 8 | 11 | 14 | 17 | 20 | 23 | 26 | 29 |
| **US Jurisdictions** | | | | | | | | | | | |
| 210-Jurisdictions-NY | 4496 | 249 | 498 | 745 | 989 | 1228 | 1466 | 1695 | 1919 | 2132 | 2337 |
| 220-Jurisdictions-MA | 3018 | 121 | 246 | 371 | 505 | 643 | 782 | 921 | 1063 | 1215 | 1361 |
| 240-Jurisdictions-Fed | 670 | 41 | 79 | 115 | 150 | 184 | 216 | 248 | 279 | 308 | 335 |
| 230-Jurisdictions-RI | 480 | 18 | 35 | 55 | 76 | 96 | 120 | 143 | 166 | 190 | 212 |
| 200-Exec Director-US | 5 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| **NG Ventures** | | | | | | | | | | | |
| 510-Bus Dev, Strategy & Tech | 83 | 2 | 4 | 6 | 8 | 9 | 12 | 14 | 16 | 19 | 22 |
| **Grand Total** | **16107** | **1015** | **2021** | **3027** | **4031** | **5026** | **6014** | **6993** | **7965** | **8926** | **9857** |
| **Yearly Exit Total** | | **1015** | **1006** | **1006** | **1004** | **994** | **988** | **979** | **971** | **962** | **930** |
| **% Exit of current HC** | | **6%** | **13%** | **19%** | **25%** | **31%** | **37%** | **43%** | **49%** | **55%** | **61%** |



# Entire US Business – L04 Cost Center Level *(Page 1 of 3)*

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Cost Center

- Projected Shared Services exits driving higher Finance numbers at L03

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **170-Regulation & Pricing** | | | | | | | | | | | |
| 170-New England Pricing | 14 | 0 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 3 | 4 |
| 170-New England Revenue Reqmt | 16 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 3 |
| 170-New York Pricing | 13 | 1 | 2 | 3 | 4 | 4 | 5 | 6 | 6 | 7 | 8 |
| 170-New York Revenue Reqmt | 18 | 0 | 1 | 2 | 2 | 3 | 3 | 4 | 4 | 5 | 5 |
| 170-Reg Strategy & Int Analytics | 22 | 1 | 2 | 3 | 5 | 6 | 7 | 8 | 9 | 11 | 12 |
| 170-Regulation & Pricing SVP | 2 | | | | | | | | | | |
| 170-Reg Process Excellence | 5 | 0 | 0 | 0 | 1 | 1 | 2 | 2 | 3 | 3 | 3 |
| **180-New Energy Solutions** | | | | | | | | | | | |
| 180-VP New Energy Solutions | 59 | 2 | 5 | 8 | 11 | 14 | 17 | 20 | 23 | 26 | 29 |
| **310-US Human Resources** | | | | | | | | | | | |
| 310-Comp, Benefits & Pensions | 17 | 1 | 2 | 3 | 3 | 4 | 5 | 6 | 6 | 7 | 8 |
| 310-HR SVP | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| 310-Inclusion & Diversity | 2 | | | | | | | | | | |
| 310-Labor & Empl Relations | 22 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 7 | 9 | 10 |
| 310-Recruiting | 27 | 0 | 0 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 3 |
| 310-US HR Business Partner | 14 | 1 | 2 | 3 | 4 | 5 | 7 | 7 | 8 | 9 | 10 |
| **320-US Finance** | | | | | | | | | | | |
| 320-Business Partnering | 107 | 9 | 19 | 29 | 39 | 49 | 59 | 70 | 82 | 93 | 103 |
| 320-CFO Financial Services | 7 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 320-Corporate Finance | 13 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 3 | 4 |
| 320-Finance Excellence | 62 | 13 | 26 | 39 | 53 | 66 | 79 | 93 | 106 | 119 | 132 |
| 320-Finance Operations | 209 | 23 | 45 | 67 | 88 | 109 | 130 | 151 | 172 | 193 | 215 |
| 320-Shared Services | 614 | 47 | 95 | 142 | 190 | 238 | 286 | 334 | 383 | 431 | 477 |
| **330-Total US IS** | | | | | | | | | | | |
| 330-Corporate IS | 22 | 0 | 0 | 1 | 1 | 2 | 3 | 3 | 3 | 4 | 4 |
| 330-IS Commercial Supplier Mgmt | 16 | 1 | 1 | 2 | 3 | 3 | 4 | 5 | 6 | 7 | 8 |
| 330-IS Digital Risk & Security | 35 | 2 | 5 | 7 | 9 | 12 | 14 | 16 | 19 | 21 | 22 |
| 330-IS Physical Security | 61 | 6 | 12 | 17 | 22 | 26 | 30 | 34 | 37 | 41 | 44 |
| 330-IS Service Delivery | 168 | 11 | 23 | 34 | 45 | 57 | 69 | 82 | 93 | 106 | 118 |
| 330-US IS | 113 | 8 | 17 | 25 | 35 | 44 | 53 | 61 | 69 | 78 | 86 |
| 330-IS Enterprise Projects | 17 | 0 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 | 4 |
| **340-US Legal** | | | | | | | | | | | |
| 340-Legal-New England Regulatory | 23 | 1 | 3 | 4 | 5 | 6 | 7 | 9 | 10 | 12 | 13 |
| 340-Legal-NY Regulatory | 11 | 0 | 0 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 |
| 340-Legal-Operations | 10 | 0 | 1 | 2 | 3 | 3 | 4 | 4 | 5 | 5 | 6 |
| 340-Legal-Rhode Island Regulatory | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| 340-Litigation, Environ & Employ | 20 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 8 | 9 |
| 340-US General Counsel-SVP | 2 | | | | | | | | | | |
| 340-Legal-FERC Regulatory | 1 | | | | | | | | | | |
| **410-Global Human Resources** | | | | | | | | | | | |
| 410-Global & US LTC | 2 | | | | | | | | | | |
| 410-Global Academy | 79 | 6 | 12 | 18 | 24 | 31 | 38 | 44 | 50 | 57 | 62 |
| 410-Global HR Bus Partners | 6 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |

# Entire US Business – L04 Cost Center Level *(Page 2 of 3)*

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Cost Center

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **420-Global Finance** | | | | | | | | | | | |
| 420-Claims | 25 | 1 | 3 | 4 | 6 | 7 | 8 | 10 | 11 | 12 | 13 |
| 420-US Insurance | 5 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 2 | 2 |
| 420-US Investor Relations | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| 425-US Tax | 40 | 1 | 3 | 5 | 6 | 7 | 8 | 11 | 13 | 15 | 17 |
| 425-US Treasury | 24 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 10 | 11 |
| US IS Finance | 15 | 0 | 0 | 1 | 1 | 1 | 2 | 2 | 3 | 5 | 6 |
| **440-Global Legal** | | | | | | | | | | | |
| 440-Internal Compliance | 8 | 0 | 1 | 1 | 2 | 3 | 3 | 4 | 5 | 6 | 6 |
| 440-Records Mgmt & Reg Comply | 15 | 1 | 3 | 4 | 5 | 6 | 6 | 7 | 7 | 8 | 8 |
| 440-US Risk Management | 3 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 |
| **441-Senior Counsel Corporate** | | | | | | | | | | | |
| 441-AGC&D-M&A | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 2 |
| 441-AGC&D-US Corporate Commercial | 6 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 |
| 441-AGC-Financing | 1 | | | | | | | | | | |
| 441-Legal-Real Estate | 8 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 |
| **450-Global Procurement** | | | | | | | | | | | |
| 450-Procurement Ops-UK | 9 | 0 | 0 | 1 | 2 | 2 | 3 | 4 | 4 | 4 | 5 |
| 450-Procurement Ops-US | 59 | 4 | 8 | 13 | 17 | 21 | 24 | 28 | 31 | 34 | 38 |
| 450-Procurement PEX | 4 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| 450-Procurement Strategy | 21 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 9 |
| 450-Inventory Management | 241 | 14 | 26 | 40 | 52 | 64 | 75 | 85 | 94 | 103 | 113 |
| **460-Corporate Affairs** | | | | | | | | | | | |
| 460-Federal Affairs | 7 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| 460-Government Relations | 5 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 |
| 460-Strategic Communications | 36 | 2 | 4 | 6 | 8 | 11 | 13 | 15 | 17 | 19 | 21 |
| **470-Audit** | | | | | | | | | | | |
| 470-US Audit | 26 | 1 | 3 | 4 | 6 | 7 | 9 | 11 | 12 | 14 | 15 |
| **240-Jurisdictions-Fed** | | | | | | | | | | | |
| 240-Transmission Commercial | 10 | 1 | 1 | 2 | 2 | 3 | 4 | 4 | 4 | 5 | 5 |
| 240-Jurisdictions-FED Pres | 3 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| 240-VP Power Plant Ops | 566 | 39 | 76 | 109 | 142 | 173 | 202 | 230 | 258 | 284 | 308 |
| 240-Performance & Strategy-Fed | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 240-TLS & Trans Contracting Svcs | 85 | 1 | 2 | 3 | 5 | 7 | 10 | 13 | 16 | 18 | 21 |
| **510-Bus Dev, Strategy & Tech** | | | | | | | | | | | |
| 510-US Strategy & Technology | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 510-NG Energy Management | 41 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 11 |
| 510-Business Development | 27 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 510-Exec Director-NGV | 2 | | | | | | | | | | |
| **Business Services** | | | | | | | | | | | |
| Customer Connections | 277 | 24 | 48 | 72 | 96 | 121 | 146 | 170 | 195 | 219 | 241 |
| BS-Performance & Strategy | 87 | 9 | 19 | 28 | 37 | 46 | 56 | 65 | 75 | 84 | 93 |
| Customer Care | 720 | 125 | 248 | 372 | 495 | 616 | 736 | 854 | 971 | 1086 | 1199 |
| Employee Services | 52 | 4 | 7 | 10 | 14 | 17 | 20 | 24 | 27 | 31 | 35 |
| Bus Op Cycle & Adv Analytics | 362 | 26 | 49 | 72 | 94 | 117 | 137 | 157 | 175 | 193 | 210 |
| Property Services | 194 | 20 | 37 | 53 | 68 | 83 | 97 | 110 | 121 | 133 | 145 |
| **200-Exec Director-US** | | | | | | | | | | | |
| 200-Exec Director-US | 5 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |

# Entire US Business – L04 Cost Center Level *(Page 3 of 3)*

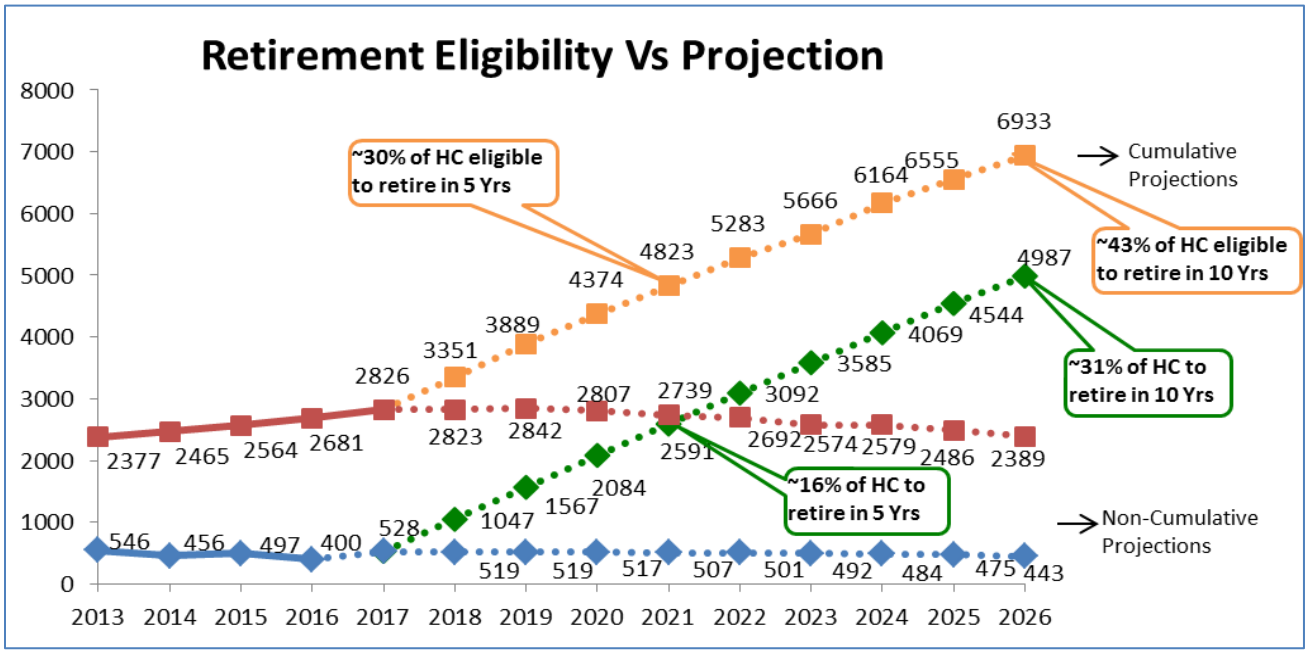
## 10 Year Projection of total Exits (Attrition & Retirements)

By: Cost Center

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **210-Jurisdictions-NY** | | | | | | | | | | | |
| 210-Customer Meter Services-NY | 1197 | 87 | 172 | 257 | 339 | 419 | 498 | 577 | 655 | 730 | 805 |
| 210-JDx Executive-NY | 51 | 3 | 5 | 8 | 11 | 15 | 18 | 22 | 25 | 27 | 29 |
| 210-Maint & Const-NY Elec | 1672 | 88 | 177 | 265 | 351 | 435 | 516 | 593 | 667 | 735 | 799 |
| 210-Maint & Const-NY Gas | 1480 | 66 | 133 | 200 | 267 | 333 | 401 | 467 | 531 | 593 | 654 |
| 210-Dispatch & Schedule-NY | 96 | 5 | 10 | 16 | 21 | 26 | 32 | 37 | 42 | 46 | 50 |
| **220-Jurisdictions-MA** | | | | | | | | | | | |
| 220-JDx Executive-MA | 25 | 0 | 1 | 2 | 3 | 4 | 6 | 7 | 8 | 9 | 10 |
| 220-Maint & Const-MA Elec | 1086 | 37 | 72 | 109 | 150 | 194 | 239 | 287 | 338 | 394 | 448 |
| 220-Maint & Const-MA Gas | 875 | 33 | 67 | 104 | 141 | 178 | 213 | 250 | 286 | 324 | 361 |
| 220-Dispatch & Schedule-NE | 61 | 1 | 3 | 5 | 8 | 11 | 13 | 16 | 18 | 21 | 23 |
| 220-Customer Meter Services-NE | 971 | 51 | 103 | 152 | 203 | 256 | 310 | 361 | 413 | 467 | 518 |
| **230-Jurisdictions-RI** | | | | | | | | | | | |
| 230-JDx Executive-RI | 10 | 0 | 1 | 1 | 1 | 2 | 2 | 3 | 3 | 4 | 4 |
| 230-Maint & Const-RI Elec | 329 | 11 | 22 | 35 | 49 | 63 | 80 | 97 | 114 | 132 | 149 |
| 230-Maint & Const-RI Gas | 141 | 8 | 13 | 20 | 26 | 31 | 38 | 44 | 49 | 54 | 59 |
| **Business Excellence** | | | | | | | | | | | |
| Business Excellence | 3 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Business Mgmt Services | 19 | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 3 | 4 | 5 |
| **Business Operations** | | | | | | | | | | | |
| Business Operations-EVP | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| Customer | 463 | 28 | 55 | 83 | 110 | 137 | 164 | 192 | 221 | 250 | 278 |
| Electric Process & Engineering | 593 | 34 | 68 | 104 | 140 | 177 | 211 | 246 | 282 | 317 | 351 |
| Gas Process & Engineering | 692 | 44 | 88 | 129 | 169 | 209 | 249 | 288 | 326 | 365 | 403 |
| **Network Ops, Safety & Capital Delivery** | | | | | | | | | | | |
| US Complex Capital Delivery | 431 | 25 | 51 | 76 | 102 | 128 | 154 | 181 | 209 | 233 | 258 |
| Control Center Ops | 360 | 25 | 50 | 76 | 101 | 125 | 150 | 174 | 199 | 224 | 249 |
| Gas Enablement Project | 43 | 0 | 1 | 1 | 2 | 2 | 3 | 4 | 4 | 6 | 7 |
| Emergency Planning | 521 | 38 | 75 | 110 | 144 | 175 | 205 | 234 | 262 | 289 | 315 |
| Network Operations EVP | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| Safety, Health & Environment | 127 | 11 | 22 | 33 | 45 | 56 | 68 | 78 | 89 | 99 | 109 |
| **Grand Total** | **16107** | **1015** | **2021** | **3027** | **4031** | **5026** | **6014** | **6993** | **7965** | **8926** | **9857** |
| **Yearly Exit Total** | | **1015** | **1006** | **1006** | **1004** | **994** | **988** | **979** | **971** | **962** | **930** |
| **% Exit of current HC** | | **6%** | **13%** | **19%** | **25%** | **31%** | **37%** | **43%** | **49%** | **55%** | **61%** |

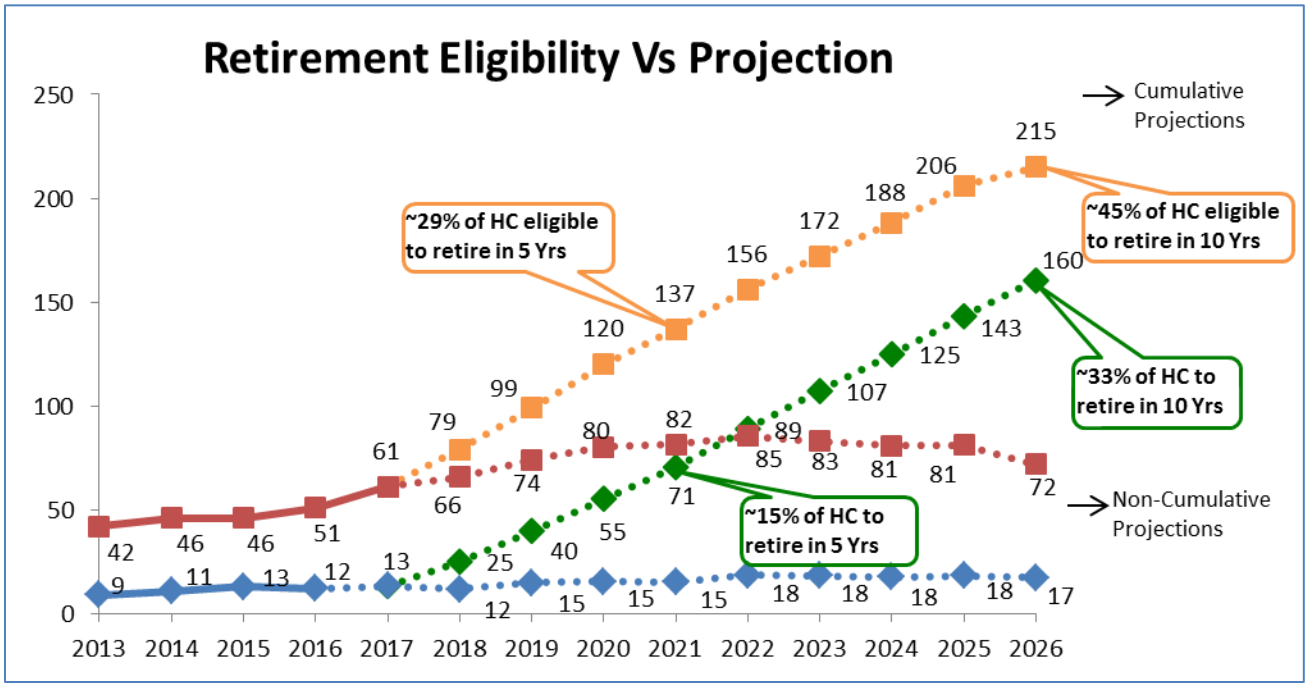
## Entire US Business

## Retirement Eligibility Vs Projection




## Jurisdiction - Rhode Island

### Retirement Eligibility Vs Projection




Retirement: Actuals Non-Cumulative Projection Cumulative Projection
Pension Plan Retire Eligibile: Actuals Non-Cumulative Projection Cumulative Projection

# Jurisdiction - Rhode Island - L05 Cost Center Level

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Cost Center

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **230-Jurisdictions-RI** | | | | | | | | | | | |
| **230-Maint & Const-RI Elec** | | | | | | | | | | | |
| 230-Maint & Const-RI Elec | 230 | 5 | 12 | 20 | 28 | 38 | 49 | 60 | 72 | 85 | 96 |
| 230-Prot & Telecom Ops-RI | 75 | 2 | 5 | 8 | 11 | 15 | 19 | 23 | 27 | 31 | 35 |
| 230-Distribution Design-RI | 24 | 3 | 5 | 7 | 9 | 11 | 12 | 13 | 15 | 16 | 18 |
| **230-Maint & Const-RI Gas** | | | | | | | | | | | |
| 230-Maint & Const-RI Gas | 141 | 8 | 13 | 20 | 26 | 31 | 38 | 44 | 49 | 54 | 59 |
| **230-JDx Executive-RI** | | | | | | | | | | | |
| 230-Community & Cust Mgmt-RI | 6 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 |
| 230-Performance & Strategy-RI | 2 | | | | | | | | | | |
| 230-Jurisdictions-RI Pres | 2 | | | | | | | | | | |
| **Grand Total** | **480** | **18** | **35** | **55** | **76** | **96** | **120** | **143** | **166** | **190** | **212** |
| **Yearly Exit Total** | | **18** | **17** | **20** | **21** | **20** | **24** | **23** | **23** | **23** | **22** |
| **% Exit of current HC** | | **4%** | **7%** | **12%** | **16%** | **20%** | **25%** | **30%** | **35%** | **39%** | **44%** |

***Exit projection includes adjustment factor for future attrition backfill**

***Years represented are 10 year projections starting July 17**

***Total may vary due to rounding**

# Jurisdiction - Rhode Island - L04 Cost Center Level

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Job Family

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **230-JDx Executive-RI** | | | | | | | | | | | |
| Administrative Support | 1 | | | | | | | | | | |
| Community and Customer Relations | 6 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 |
| Jurisdiction Leadership | 1 | | | | | | | | | | |
| Performance and Strategy | 2 | | | | | | | | | | |
| **230-Maint & Const-RI Elec** | | | | | | | | | | | |
| Administrative Support | 1 | | | | | | | | | | |
| Electric Distribution Design | 24 | 3 | 5 | 7 | 9 | 11 | 12 | 13 | 15 | 16 | 18 |
| Electric Field Supervision | 28 | 1 | 2 | 4 | 5 | 7 | 9 | 11 | 13 | 15 | 17 |
| Electric Maintenance and Construction Leadership | 5 | 0 | 1 | 1 | 1 | 2 | 2 | 3 | 3 | 4 | 4 |
| Electric Overhead Worker | 161 | 3 | 7 | 13 | 18 | 24 | 31 | 39 | 47 | 56 | 64 |
| Electric Protection and Telecom Worker | 22 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 11 |
| Electric Substation Worker | 43 | 1 | 2 | 3 | 5 | 7 | 9 | 12 | 14 | 16 | 18 |
| Electric Underground Worker | 39 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 9 | 11 | 13 |
| Inspector | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Work Planning and Coordination | 3 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 |
| **230-Maint & Const-RI Gas** | | | | | | | | | | | |
| Clerical Support | 3 | 1 | 1 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 3 |
| Gas Auxiliary Operations | 14 | 1 | 1 | 2 | 3 | 3 | 5 | 6 | 8 | 8 | 9 |
| Gas Field Supervision | 14 | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 3 |
| Gas Laborer/Helper | 7 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Maintenance & Construction Leadership | 2 | | | | | | | | | | |
| Gas Mechanic / Technician | 89 | 4 | 7 | 11 | 14 | 17 | 20 | 23 | 26 | 29 | 33 |
| Inspector | 4 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Learning and Development | 2 | | | | | | | | | | |
| Process and Performance | 1 | | | | | | | | | | |
| Safety Advocate | 1 | | | | | | | | | | |
| Work Support | 4 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 |
| **Grand Total** | **480** | **18** | **35** | **55** | **76** | **96** | **120** | **143** | **166** | **190** | **212** |
| **Yearly Exit Total** | | **18** | **17** | **20** | **21** | **20** | **24** | **23** | **23** | **23** | **22** |
| **% Exit of current HC** | | **4%** | **7%** | **12%** | **16%** | **20%** | **25%** | **30%** | **35%** | **39%** | **44%** |

# Jurisdiction - Rhode Island - L04 Cost Center Level

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Job Classification

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **230-JDx Executive-RI** | | | | | | | | | | | |
| Administrative Assistant | 1 | | | | | | | | | | |
| Community and Customer Relations Coordinator | 1 | | | | | | | | | | |
| Community and Customer Relations Director | 1 | | | | | | | | | | |
| Community and Customer Relations Program Manager | 4 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 2 | 2 |
| Jurisdiction Performance and Strategy Analyst | 1 | | | | | | | | | | |
| Jurisdiction Performance and Strategy Director | 1 | | | | | | | | | | |
| RI Jurisdiction President | 1 | | | | | | | | | | |
| **230-Maint & Const-RI Elec** | | | | | | | | | | | |
| Administrative Assistant | 1 | | | | | | | | | | |
| Electric Distribution Design Analyst | 1 | | | | | | | | | | |
| Electric Distribution Design Engineer | 1 | | | | | | | | | | |
| Electric Distribution Design Manager | 1 | | | | | | | | | | |
| Electric Distribution Design Supervisor | 2 | | | | | | | | | | |
| Electric Distribution Designer | 19 | 2 | 4 | 5 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| Electric Field Supervisor | 28 | 1 | 2 | 4 | 5 | 7 | 9 | 11 | 13 | 15 | 17 |
| Electric Inspector | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Electric Maintenance & Construction Work Readiness Tech | 2 | | | | | | | | | | |
| Electric Maintenance & Construction Work Readiness Technic | 1 | | | | | | | | | | |
| Electric Maintenance and Construction Director | 2 | | | | | | | | | | |
| Electric Maintenance and Construction Manager | 3 | 0 | 0 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 3 |
| Electric Protection and Telecom Worker | 22 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 11 |
| Electric Substation Worker | 31 | 1 | 2 | 2 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Electric Substation Working Leader | 12 | 0 | 0 | 1 | 1 | 2 | 3 | 4 | 6 | 7 | 8 |
| Electric Underground Worker | 32 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 9 | 11 | 12 |
| Electric Underground Worker Apprentice | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| Overhead Lineworker | 107 | 2 | 5 | 10 | 13 | 18 | 23 | 30 | 36 | 42 | 48 |
| Overhead Lineworker Apprentice | 11 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 |
| Trouble Lineworker | 43 | 1 | 2 | 3 | 4 | 5 | 7 | 9 | 11 | 13 | 15 |
| **230-Maint & Const-RI Gas** | | | | | | | | | | | |
| Gas Auxiliary Operations | 14 | 1 | 1 | 2 | 3 | 3 | 5 | 6 | 8 | 8 | 9 |
| Gas Field Supervisor | 14 | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 3 |
| Gas Field Trainer | 2 | | | | | | | | | | |
| Gas Laborer/Helper | 7 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Gas Maintenance & Construction Analyst | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 |
| Gas Maintenance & Construction Clerk | 3 | 1 | 1 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 3 |
| Gas Maintenance & Construction Director | 1 | | | | | | | | | | |
| Gas Maintenance & Construction Manager | 1 | | | | | | | | | | |
| Gas Maintenance & Construction Process Manager | 1 | | | | | | | | | | |
| Gas Mechanic / Technician | 89 | 4 | 7 | 11 | 14 | 17 | 20 | 23 | 26 | 29 | 33 |
| Gas Safety Advocate | 1 | | | | | | | | | | |
| Gas Tool Technician | 1 | | | | | | | | | | |
| Gas Working Leader | 4 | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| **Grand Total** | **480** | **18** | **35** | **55** | **76** | **96** | **120** | **143** | **166** | **190** | **212** |
| **Yearly Exit Total** | | **18** | **17** | **20** | **21** | **20** | **24** | **23** | **23** | **23** | **22** |
| **% Exit of current HC** | | **4%** | **7%** | **12%** | **16%** | **20%** | **25%** | **30%** | **35%** | **39%** | **44%** |

# Jurisdiction - Rhode Island

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Leadership – Job Family

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **230-JDx Executive-RI** | | | | | | | | | | | |
| Community and Customer Relations | 1 | | | | | | | | | | |
| Performance and Strategy | 1 | | | | | | | | | | |
| Jurisdiction Leadership | 1 | | | | | | | | | | |
| **230-Maint & Const-RI Elec** | | | | | | | | | | | |
| Electric Field Supervision | 28 | 1 | 2 | 4 | 5 | 7 | 9 | 11 | 13 | 15 | 17 |
| Electric Maintenance and Construction Leadership | 5 | 0 | 1 | 1 | 1 | 2 | 2 | 3 | 3 | 4 | 4 |
| Electric Distribution Design | 3 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 1 | 2 | 2 |
| **230-Maint & Const-RI Gas** | | | | | | | | | | | |
| Gas Field Supervision | 14 | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 3 |
| Gas Maintenance & Construction Leadership | 2 | | | | | | | | | | |
| **Grand Total** | **55** | **2** | **4** | **6** | **9** | **12** | **15** | **19** | **22** | **25** | **29** |
| **Yearly Exit Total** | | **2** | **2** | **3** | **3** | **3** | **3** | **3** | **3** | **3** | **3** |
| **% Exit of current HC** | | **3%** | **7%** | **11%** | **16%** | **22%** | **28%** | **34%** | **40%** | **46%** | **52%** |

# Jurisdiction - Rhode Island

## 10 Year Projection of total Exits (Attrition & Retirements)

By: Leadership – Job Classification

| | FTE | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **230-Community & Cust Mgmt-RI** | | | | | | | | | | | |
| Community and Customer Relations Director | 1 | | | | | | | | | | |
| **230-Jurisdictions-RI Pres** | | | | | | | | | | | |
| RI Jurisdiction President | 1 | | | | | | | | | | |
| **230-Maint & Const-RI Elec** | | | | | | | | | | | |
| Electric Field Supervisor | 19 | 1 | 2 | 3 | 4 | 5 | 6 | 8 | 9 | 11 | 12 |
| Electric Maintenance and Construction Director | 2 | | | | | | | | | | |
| Electric Maintenance and Construction Manager | 2 | | | | | | | | | | |
| **230-Maint & Const-RI Gas** | | | | | | | | | | | |
| Gas Field Supervisor | 14 | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 3 |
| Gas Maintenance & Construction Director | 1 | | | | | | | | | | |
| Gas Maintenance & Construction Manager | 1 | | | | | | | | | | |
| **230-Performance & Strategy-RI** | | | | | | | | | | | |
| Jurisdiction Performance and Strategy Director | 1 | | | | | | | | | | |
| **230-Distribution Design-RI** | | | | | | | | | | | |
| Electric Distribution Design Manager | 1 | | | | | | | | | | |
| Electric Distribution Design Supervisor | 2 | | | | | | | | | | |
| **230-Prot & Telecom Ops-RI** | | | | | | | | | | | |
| Electric Field Supervisor | 9 | 0 | 1 | 1 | 2 | 2 | 3 | 3 | 4 | 4 | 5 |
| Electric Maintenance and Construction Manager | 1 | | | | | | | | | | |
| **Grand Total** | **55** | **2** | **4** | **6** | **9** | **12** | **15** | **19** | **22** | **25** | **29** |
| **Yearly Exit Total** | | **2** | **2** | **3** | **3** | **3** | **3** | **3** | **3** | **3** | **3** |
| **% Exit of current HC** | | **3%** | **7%** | **11%** | **16%** | **22%** | **28%** | **34%** | **40%** | **46%** | **52%** |

## Total Internal Movements: (Jurisdiction - Rhode Island)

| | | 2017 | | | | 2016 | | | | 2015 | | | | 2014 | | | | 2013 | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Internal Movement | HC | Attrit # | Rotate # | Attrit % | Rotate % | Attrit # | Rotate # | Attrit % | Rotate % | Attrit # | Rotate # | Attrit % | Rotate % | Attrit # | Rotate # | Attrit % | Rotate % | Attrit # | Rotate # | Attrit % | Rotate % |
| **230-Jurisdictions-RI** | **480** | **11** | **14** | **2.3%** | **2.9%** | **13** | **33** | **2.7%** | **6.9%** | **8** | **8** | **1.7%** | **1.7%** | **16** | **15** | **3.3%** | **3.1%** | **9** | **16** | **1.9%** | **3.3%** |
| 230-Maint & Const-RI Elec | 329 | 5 | 11 | 1.5% | 3.3% | 6 | 18 | **1.8%** | **5.5%** | 5 | 8 | **1.5%** | **2.4%** | 5 | 13 | **1.5%** | **4.0%** | 3 | 10 | **0.9%** | **3.0%** |
| 230-Maint & Const-RI Gas | 141 | 5 | 3 | 3.5% | 2.1% | 6 | 15 | **4.3%** | **10.6%** | 3 | 0 | **2.1%** | **0.0%** | 10 | 2 | **7.1%** | **1.4%** | 6 | 6 | **4.3%** | **4.3%** |
| 230-JDx Executive-RI | 10 | 1 | 0 | 10.0% | 0.0% | 1 | 0 | **10.0%** | **0.0%** | 0 | 0 | **0.0%** | **0.0%** | 1 | 0 | **10.0%** | **0.0%** | | | **0.0%** | **0.0%** |

### Cost Centers Employees Moved To -

| Cost Center | 2017 | 2016 | 2015 | 2014 | 2013 |
|---|---|---|---|---|---|
| 220-Maint & Const-MA Gas | 4 | 4 | 0 | 6 | 4 |
| 220-Maint & Const-MA Elec | 3 | 3 | 2 | 3 | 3 |
| 220-Dispatch & Schedule-NE | 2 | | | | |
| 220-Customer Meter Services-NE | 2 | 3 | 3 | 4 | 2 |
| Emergency Planning | | 1 | | | |
| Property Services | | | 1 | | |
| Gas Process & Engineering | | 1 | 1 | 1 | |
| 460-Strategic Communications | | 1 | | 1 | |
| Control Center Ops | | | | 1 | |
| 330-US IS | | | 1 | | |
| **Grand Total** | **11** | **13** | **8** | **16** | **9** |

### Cost Centers Employees Moved From -

| Cost Center | 2017 | 2016 | 2015 | 2014 | 2013 |
|---|---|---|---|---|---|
| 220-Customer Meter Services-NE | 14 | 12 | 9 | 18 | 14 |
| 220-Maint & Const-MA Elec | 4 | 1 | 1 | 2 | 1 |
| Bus Op Cycle & Adv Analytics | 2 | 2 | | 1 | 3 |
| 220-Maint & Const-MA Gas | 2 | 3 | 2 | 2 | 4 |
| Customer Care | 1 | 1 | 2 | 1 | 1 |
| Emergency Planning | 1 | 1 | 1 | 2 | |
| Electric Process & Engineering | | 1 | | | |
| Customer | | 1 | | | |
| Control Center Ops | | 1 | | 1 | 1 |
| Gas Process & Engineering | | | | 1 | 1 |
| 220-Dispatch & Schedule-NE | | | 2 | | |
| 170-New England Revenue Reqmt | | 1 | | | |
| 210-JDx Executive-NY | | 1 | | | |
| 320-Business Partnering | | 1 | | | 1 |
| Safety, Health & Environment | | | 1 | | |
| 320-Shared Services | | | 1 | | |
| 450-Inventory Management | | | | | 1 |
| **Grand Total** | **24** | **26** | **19** | **28** | **27** |

| | HC | Internal Hiring # | | | | | Internal Hiring % | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Internal Hiring | 2017 | 2017 | 2016 | 2015 | 2014 | 2013 | 2017 | 2016 | 2015 | 2014 | 2013 |
| **230-Jurisdictions-RI** | **480** | **24** | **26** | **19** | **28** | **27** | **5.0%** | **5.4%** | **4.0%** | **5.8%** | **5.6%** |
| 230-Maint & Const-RI Elec | 329 | 20 | 14 | 11 | 12 | 16 | 6.1% | **4.3%** | **3.3%** | **3.6%** | **4.9%** |
| 230-Maint & Const-RI Gas | 141 | 4 | 9 | 7 | 14 | 11 | 2.8% | **6.4%** | **5.0%** | **9.9%** | **7.8%** |
| 230-JDx Executive-RI | 10 | 0 | 3 | 1 | 2 | | 0.0% | **30.0%** | **10.0%** | **20.0%** | **0.0%** |

# Appendix

## Internal Movements Definitions

| Metric | Definition |
|---|---|
| Internal Attrition | Employees exiting business cost center to another while changing roles |
| Internal Rotation | Employees changing roles within the same cost center level |
| Internal Hiring | Employees entering business cost center from another while changing roles |

*Change in role is flagged based on change in Org Unit and Position Desc
*Internal Rotation and Hiring does not include role changes or promotions within an Org unit

DIV 3-6

Request:

Referring to the testimony found in Book 4 of 17, please provide 25 readable color copies of Schedule OPEX-1.

Response:

Please see Attachment DIV 3-6.

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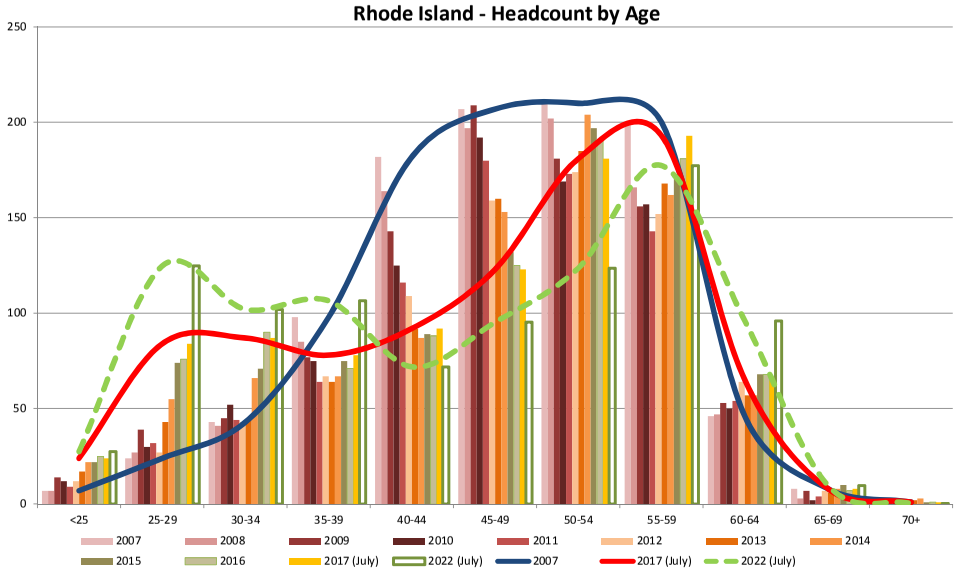


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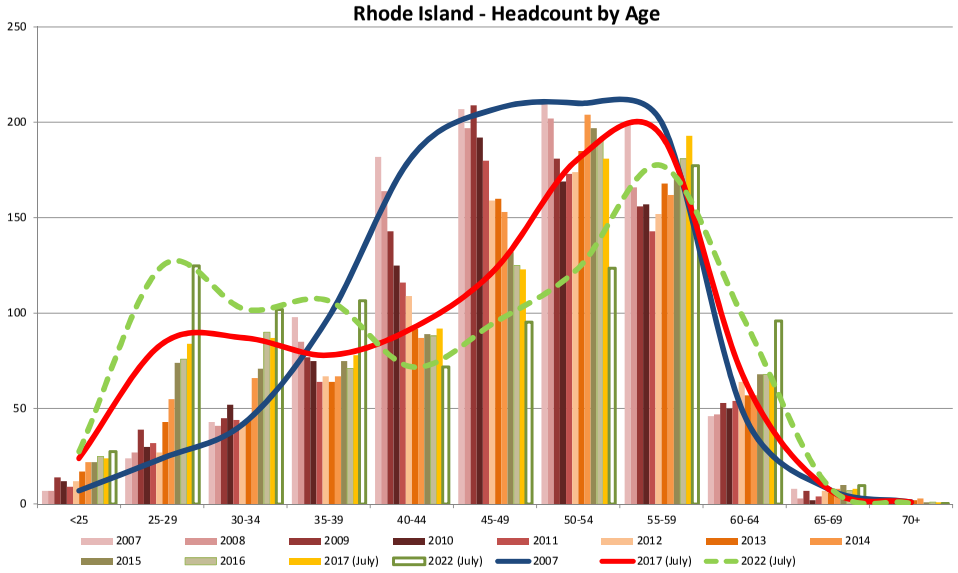


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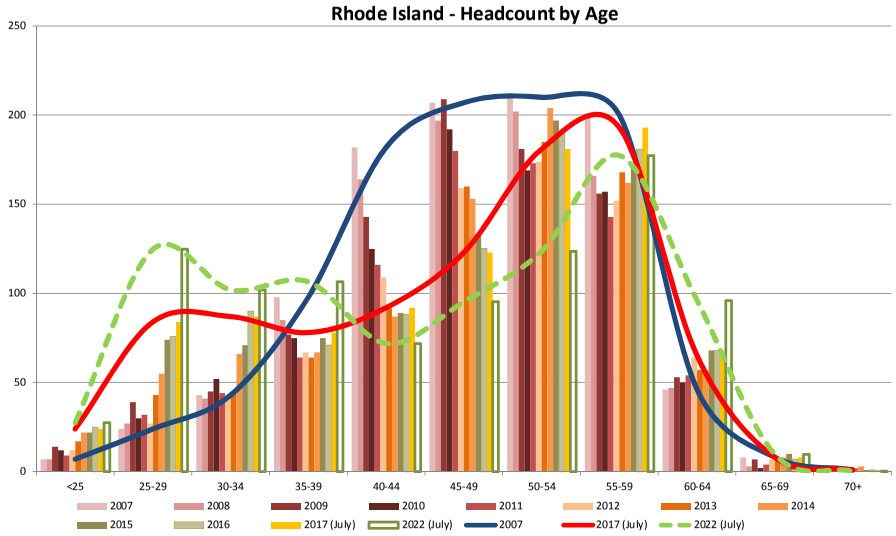


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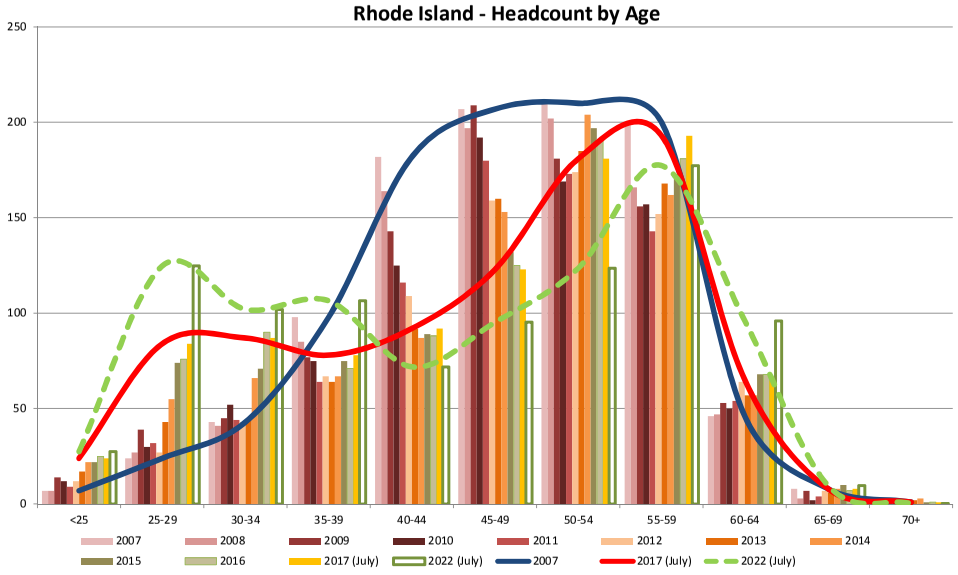


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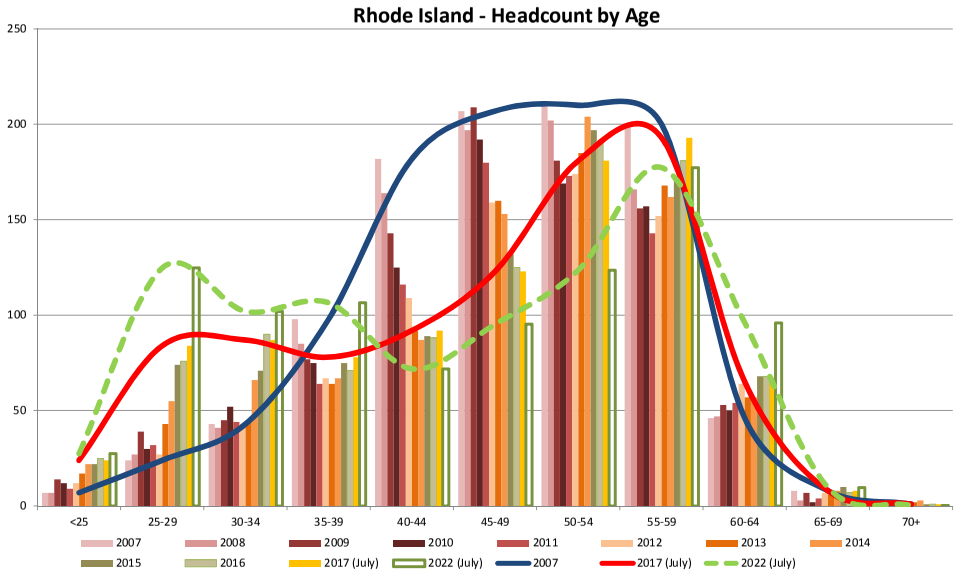


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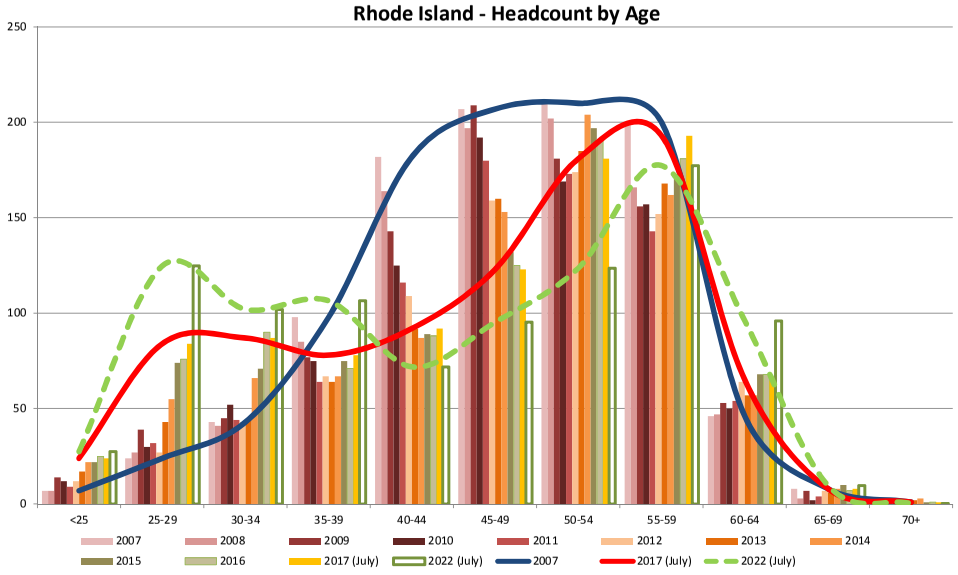


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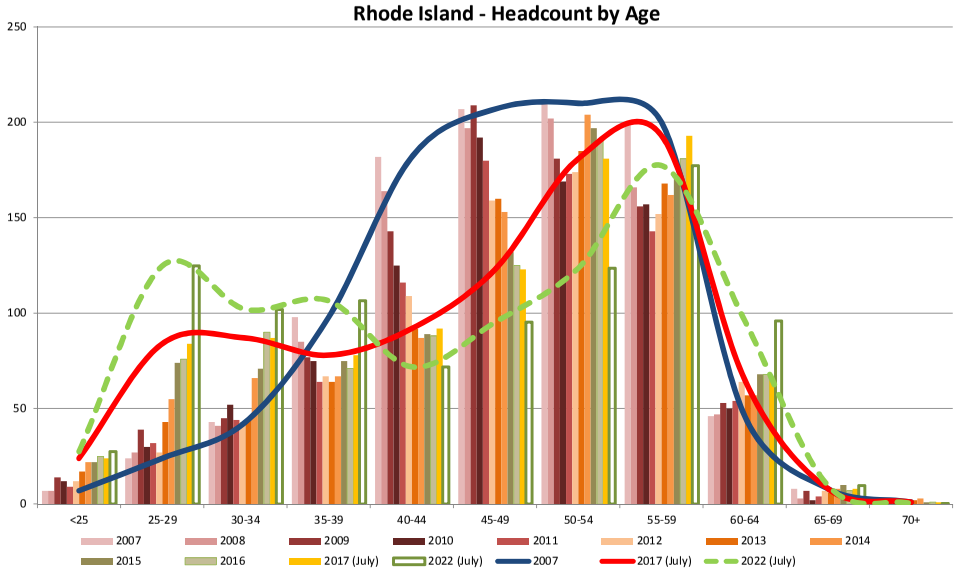


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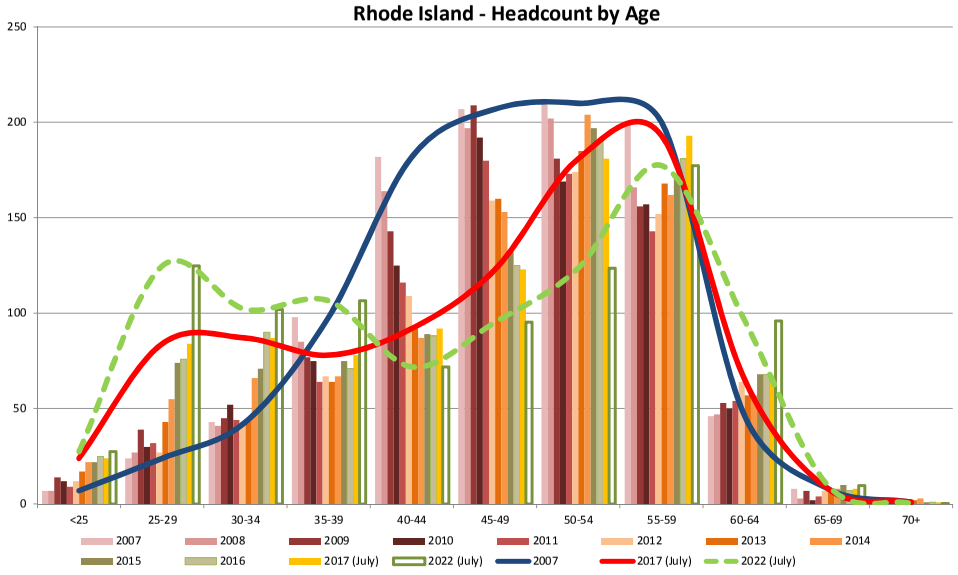


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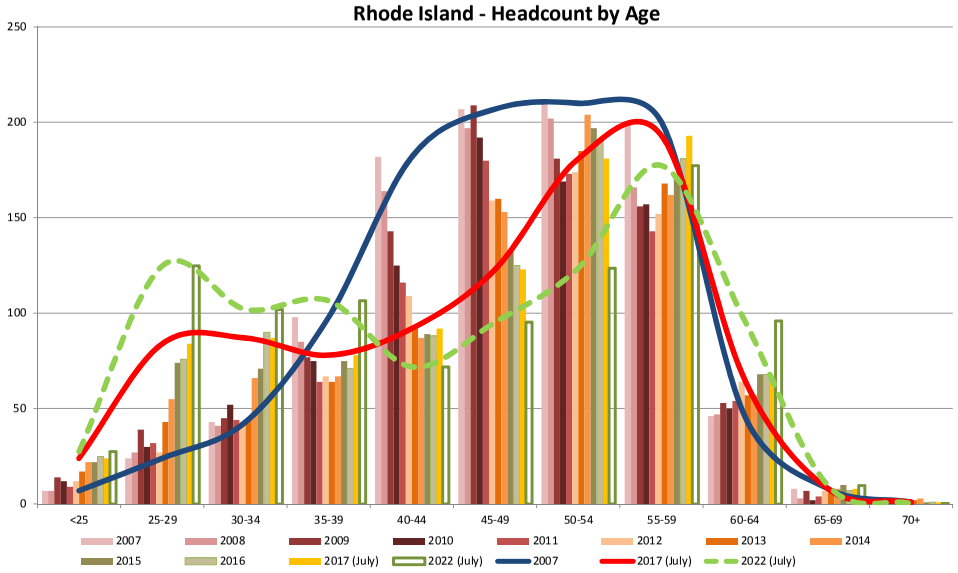


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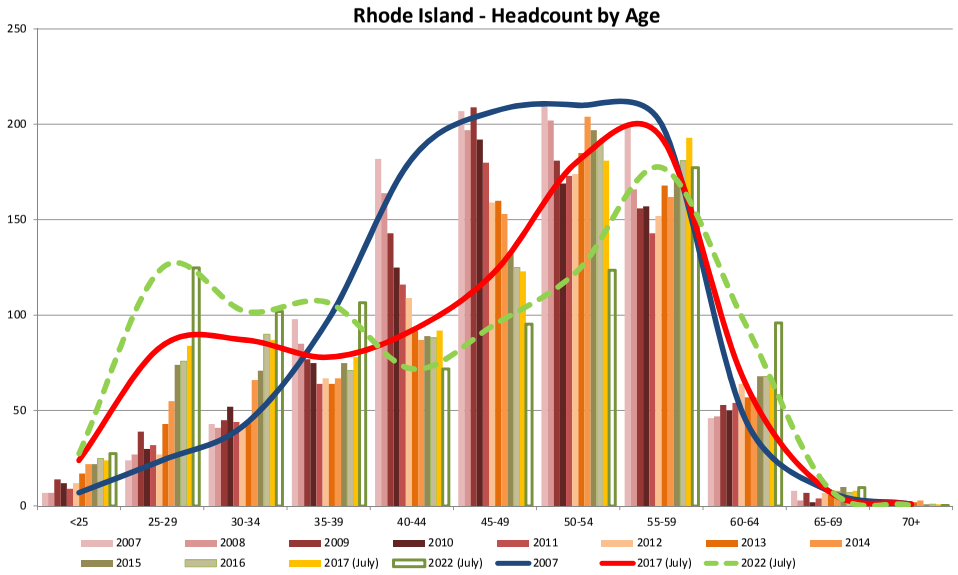


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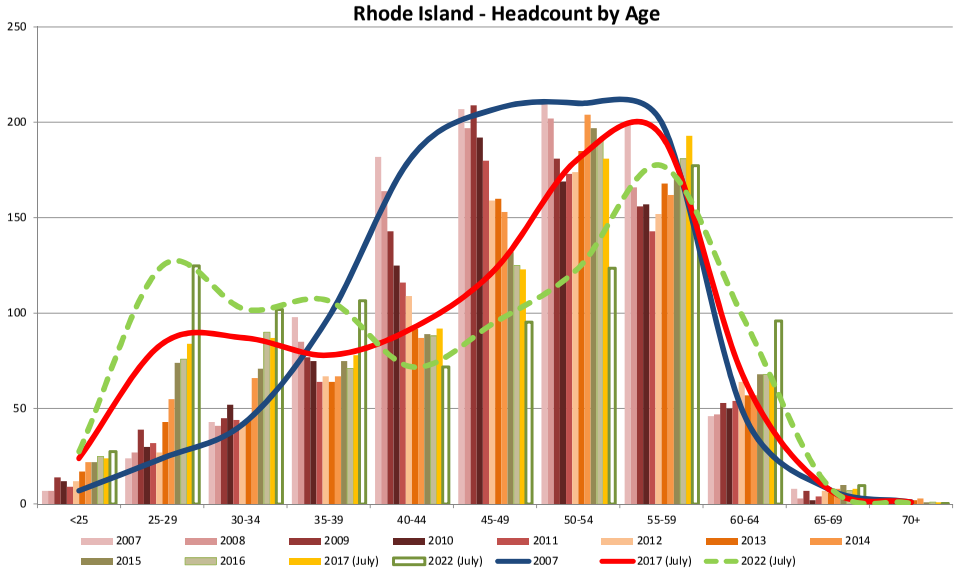


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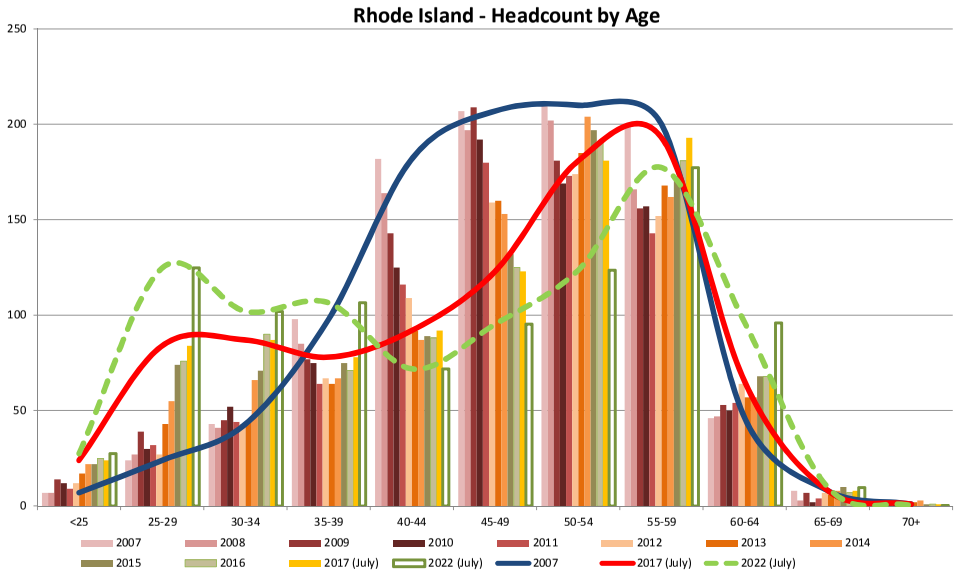


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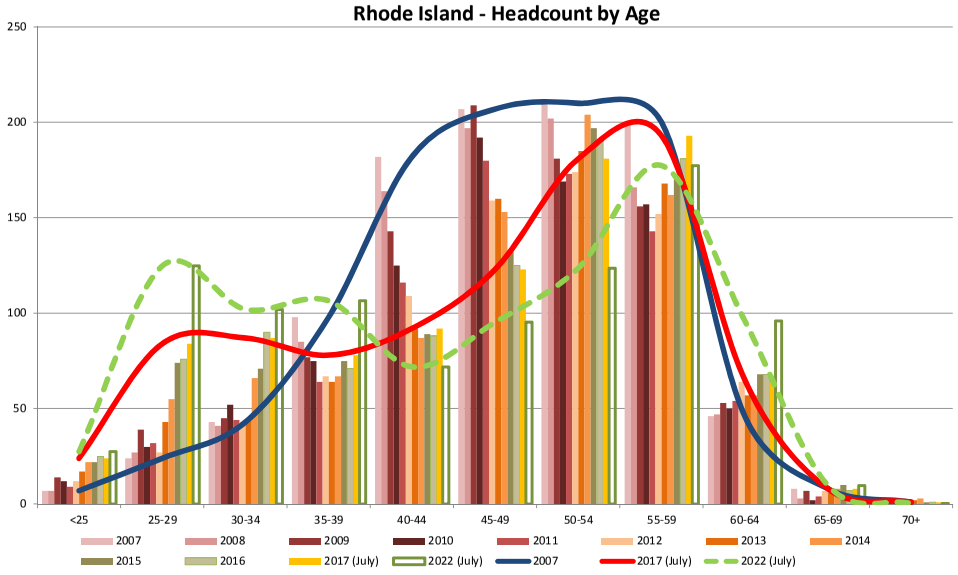


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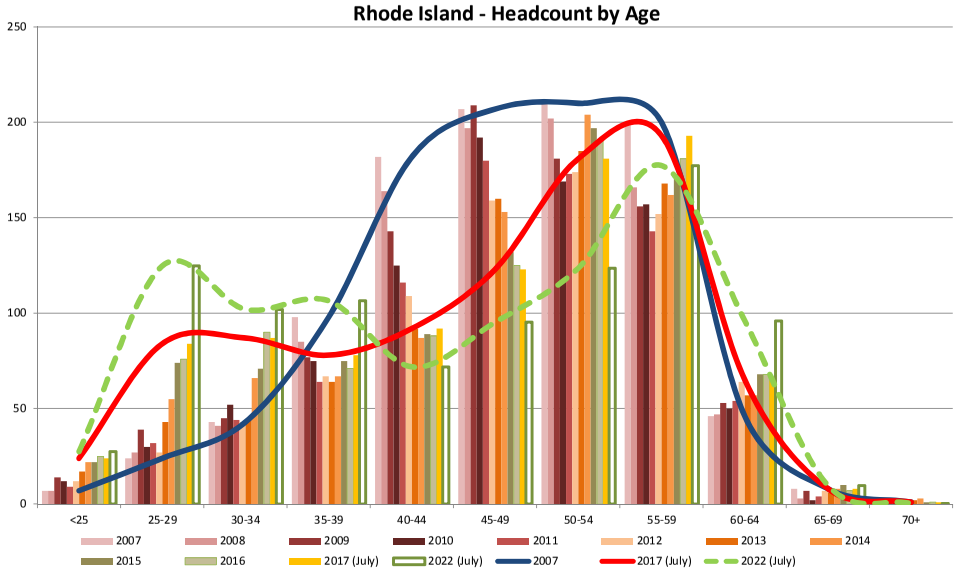


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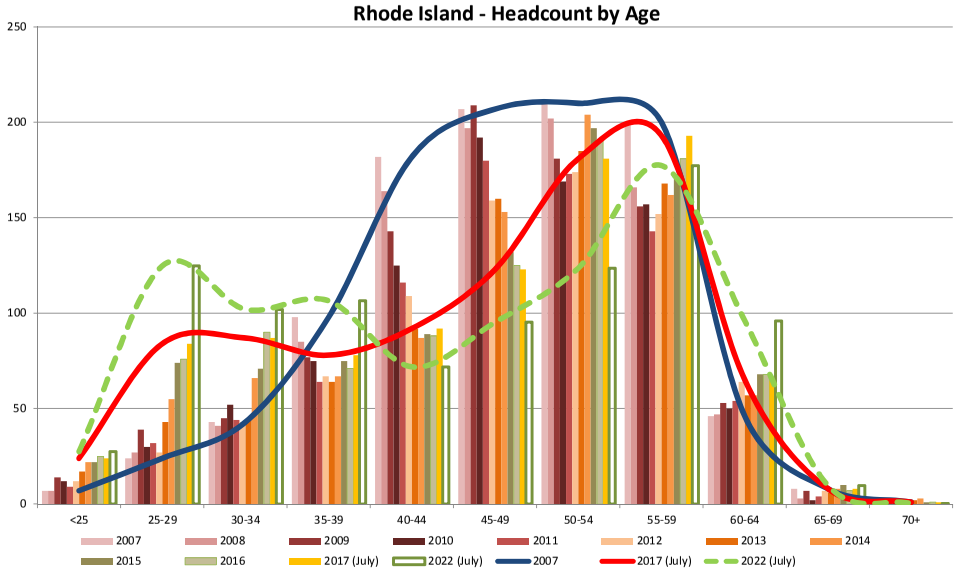


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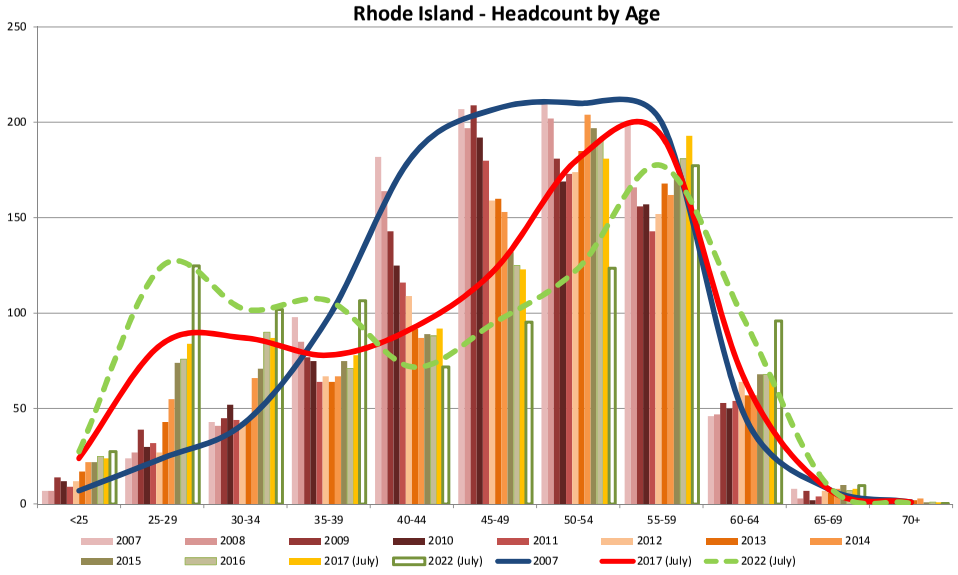


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|---|---|---|---|
| **% <40** | **17%** | **29%** | **39%** |
| **% 40-49** | **38%** | **23%** | **18%** |
| **% 50-59** | **40%** | **40%** | **32%** |
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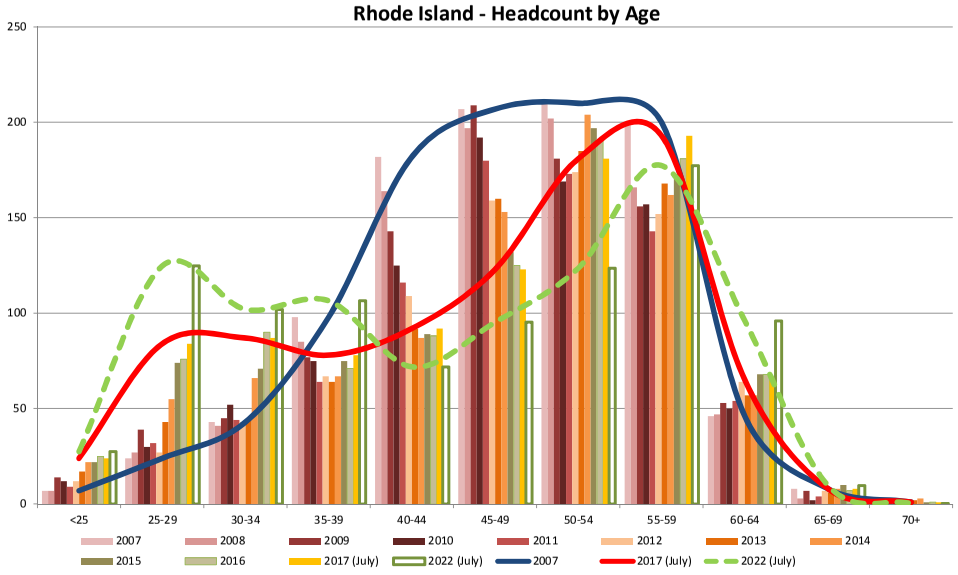


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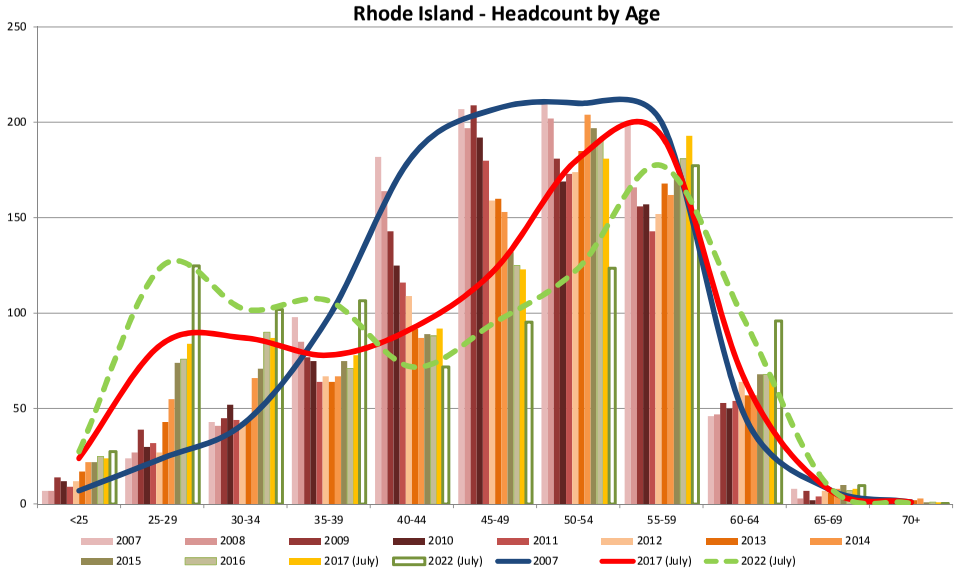


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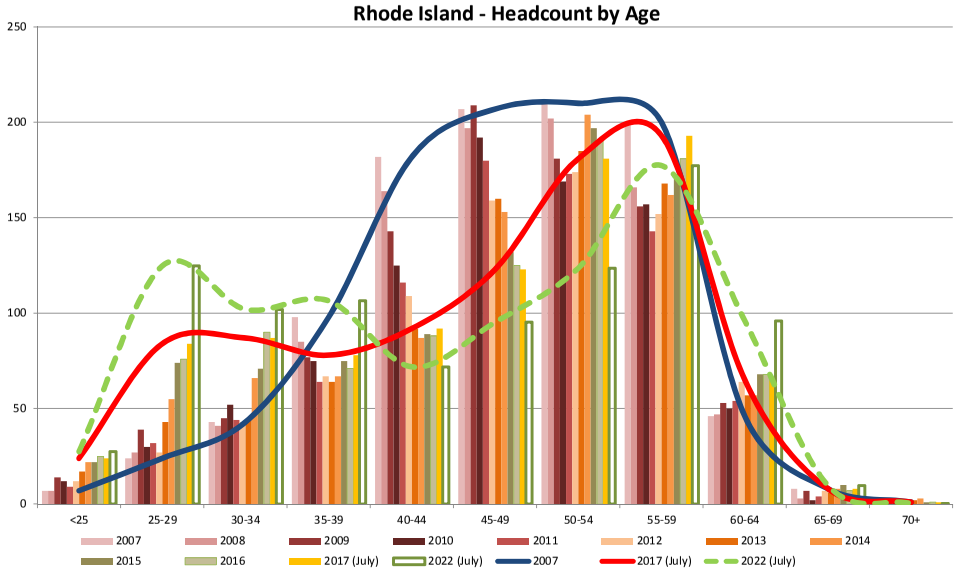


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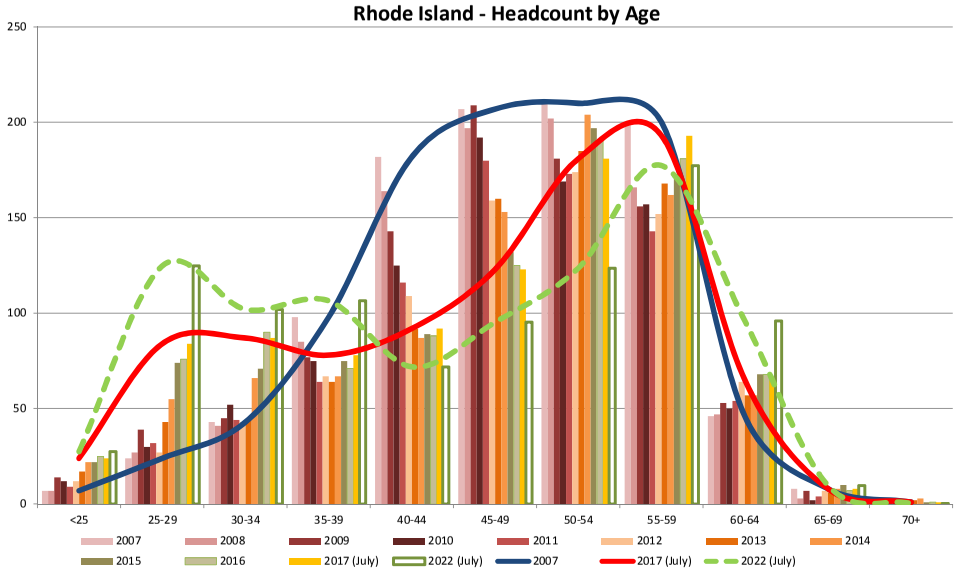


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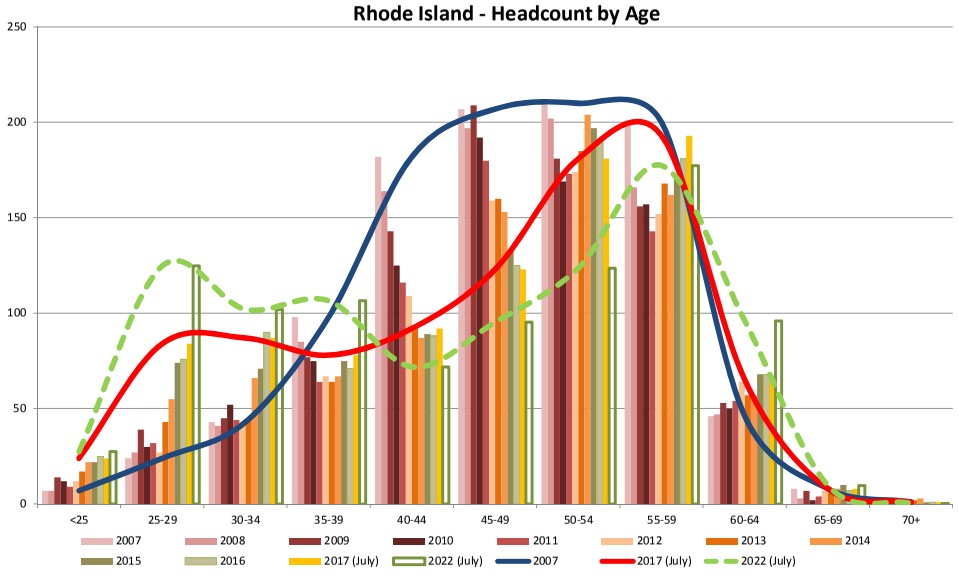


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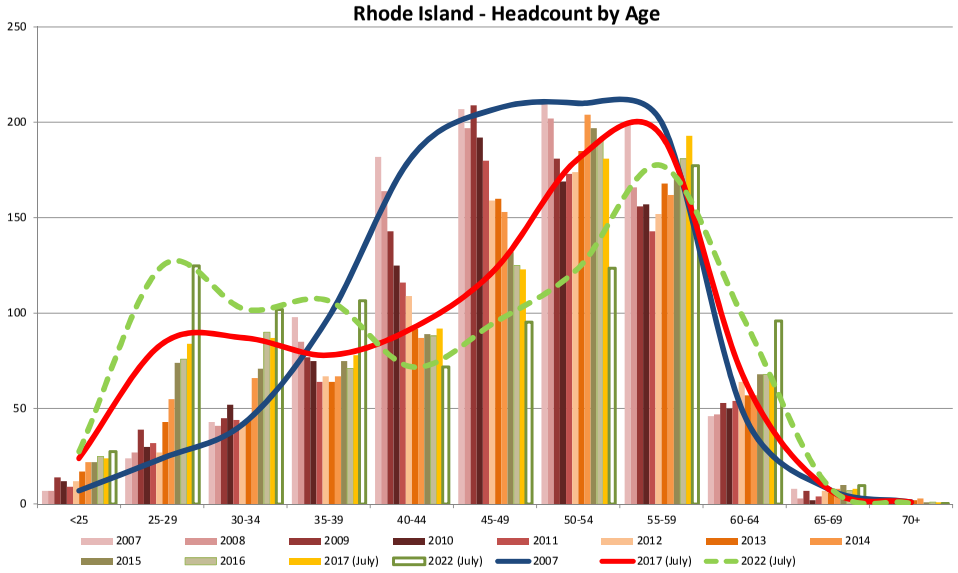


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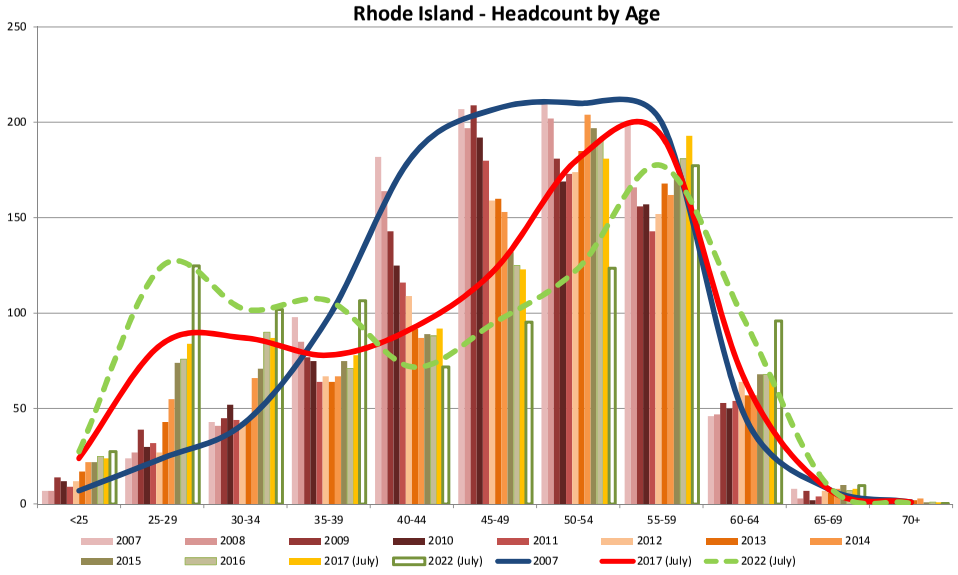


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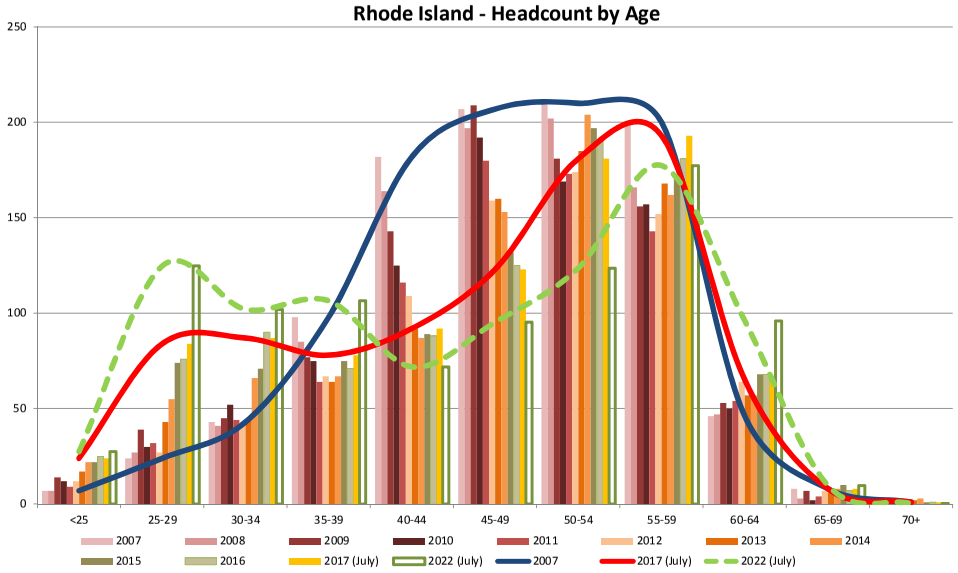


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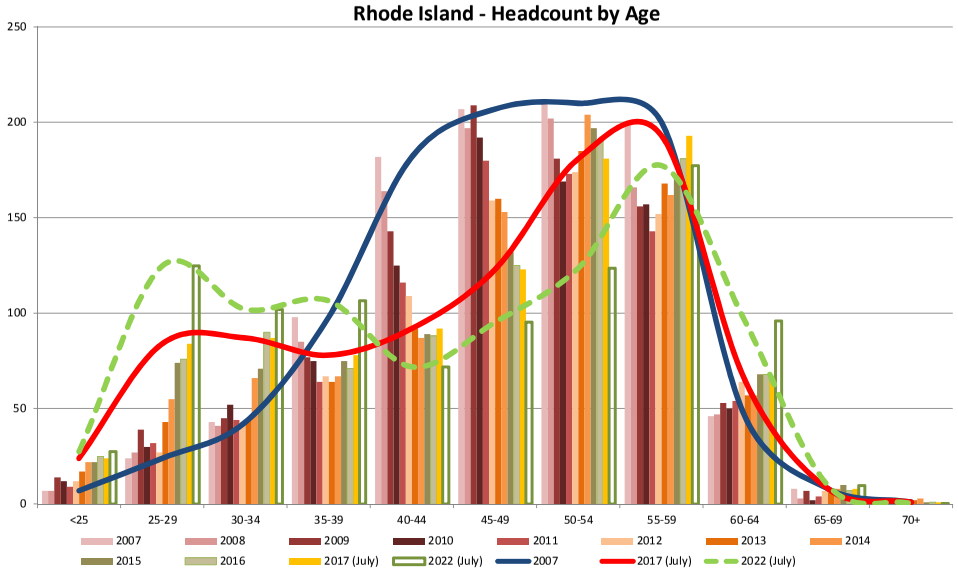
| 65-69 | 8 | 8 | 10 |
| 70+ | 1 | 1 | 0 |




** Estimated retirements in next 5 years replaced in younger age groups (15% <25, 60% 25-29, 15% 30-34, 10% 35-39) to get age distribution in 2022.
**Filtered by workstate RI for Regular and Active Employees

Division 3-7

Request:

How many employees proposed by the Company to be hired during the Rate Year will need two to four years of training before they are fully qualified? In addition,

a. Please provide a job title and job description for each of the positions that would be filled by these employees who will be in training during the Rate Year.
b. Please identify whether each position will be for electric or gas work.
c. Please estimate the annual labor cost for each of the positions.
d. For each position, please identify whether the individual hired will be an employee of the Narragansett Electric Company or National Grid USA Service Company.

Response:

Please see Attachment DIV 3-7 for the requested information.

Please note, in compiling the response to this data request, the Company identified one position (Marketing Analyst, Line 174 of the attachment) had been included on the Customer Affordability Program Schedule MAL-39 Line 4. The Company will remove the Marketing Analyst position from the Customer Affordability program in the subsequent submission of the revenue requirement. The decrease to the revenue requirement will be $115,131.

Prepared by or under the supervision of: Melissa Little

The Narragansett Electric Company d/b/a National Grid
Customer Affordability Program (CAP) Proposed Budget

| | | CAP Investments | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Year 1 | | | Year 2 | | | Year 3 | | | Total - 3 | |
| ne o. | Description | Total | Naragansett Electric 65% | Narragansett Gas 35% | Total | Naragansett Electric 65% | Narragansett Gas 35% | Total | Naragansett Electric 65% | Narragansett Gas 35% | Total | Naraga Elect 65% |
| 1 | | (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h) | (i) | (j) | (k) |
| 2 | | | | | | | | | | | | |
| 3 | Targeted IE customer outreach / education | | | | | | | | | | | |
| 4 | Marketing Analyst (1 FTE) | $115,131 | $74,593 | $40,538 | $115,131 | $74,593 | $40,538 | $115,131 | $74,593 | $40,538 | $345,392 | $22 |
| 5 | Direct outreach expenditures (print/mobile advertising, direct mail, outdoor advertising, outbound call campaign) | $425,000 | $275,358 | $149,643 | $425,000 | $275,358 | $149,643 | $0 | $0 | $0 | $850,000 | $55 |
| 6 | Subtotal | $540,131 | $349,951 | $190,180 | $540,131 | $349,951 | $190,180 | $115,131 | $74,593 | $40,538 | $1,195,392 | $77 |
| 7 | | | | | | | | | | | | |
| 8 | Incremental Consumer Advocates (3 FTEs) | | | | | | | | | | | |
| 9 | 1 Senior Consumer Advocate / 2 Consumer Advocates | $383,473 | $248,452 | $135,021 | $383,473 | $248,452 | $135,021 | $383,473 | $248,452 | $135,021 | $1,150,420 | $74 |
| 0 | Subtotal | $383,473 | $248,452 | $135,021 | $383,473 | $248,452 | $135,021 | $383,473 | $248,452 | $135,021 | $1,150,420 | $74 |
| 1 | | | | | | | | | | | | |
| 2 | Home Energy Monitoring Demonstration Project (All OpEx) | | 100% | 0% | | 100% | 0% | | 100% | 0% | | |
| 3 | Device Hardware Purchase Price | $30,000 | $30,000 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $30,000 | $3 |
| 4 | Device Installation Cost | $15,000 | $15,000 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $15,000 | $1 |
| 5 | Customer outreach/recruitment | $15,000 | $15,000 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $15,000 | $1 |
| 6 | Contact Center CSR Training | $5,000 | $5,000 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $5,000 | $ |
| 7 | Customer surveys, follow-up site visits | $10,000 | $10,000 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $10,000 | $1 |
| 8 | Subtotal | $75,000 | $75,000 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $75,000 | $7 |
| 9 | | | | | | | | | | | | |

Prepared by or under the supervision of: Michael D. Laflamme

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 1 | Meter Worker A | Narragansett Electric Company | (1) | Union | N/A | Electric | Install/exchange/remove meters and accessory equipment. Wire complex secondary meter installations. Test Meters. Read and perform minor maintenance to pulse and totalizing systems. Install/Remove recording volt/amp meters on self-contained and transformer rated installations. Investigate and correct irregular metering conditions. Assist with Revenue Protection and Woodson audits. Investigate Radio and Telephone interference. Emergency Response – Single no light, partial power, flickering lights, low voltage, wire arching, electric shock. Investigate, inspect and repair connections at the meter socket. Meter Reading, Collections. Wires down |
| 2 | Meter Worker B | Narragansett Electric Company | (1) | Union | N/A | Electric | Install/exchange/remove meters and accessory equipment. Wire complex secondary meter installations. Test Meters. Read and perform minor maintenance to pulse and totalizing systems. Install/Remove recording volt/amp meters on self-contained and transformer rated installations. Investigate and correct irregular metering conditions. Assist with Revenue Protection and Woodson audits. Investigate Radio and Telephone interference. Emergency Response – Single no light, partial power, flickering lights, low voltage, wire arching, electric shock. Investigate, inspect and repair connections at the meter socket. Meter Reading, Collections. Wires down |
| 3 | CMS - Clerk | Narragansett Electric Company | (1) | Union | N/A | Electric | Install/exchange/remove meters and accessory equipment. Wire complex secondary meter installations. Test Meters. Read and perform minor maintenance to pulse and totalizing systems. Install/Remove recording volt/amp meters on self-contained and transformer rated installations. Investigate and correct irregular metering conditions. Assist with Revenue Protection and Woodson audits. Investigate Radio and Telephone interference. Emergency Response – Single no light, partial power, flickering lights, low voltage, wire arching, electric shock. Investigate, inspect and repair connections at the meter socket. Meter Reading, Collections. Wires down |
| 4 | Designer | Narragansett Electric Company | 1 | Union | Yes | Electric | Utilize company work management and GIS tools to develop construction work packages for crews to execute and build. Ensure customer and company expectations and requirements are met. Utilize/follow company standards and policies. |
| 5 | Designer | Narragansett Electric Company | 1 | Union | Yes | Electric | Utilize company work management and GIS tools to develop construction work packages for crews to execute and build. Ensure customer and company expectations and requirements are met. Utilize/follow company standards and policies. |
| 6 | Engineer | Narragansett Electric Company | 1 | Union | Yes | Electric | Manage external design resources ensuring customer and company needs and requirements are met. Establish scope and design milestones. Ensure company construction standards and policies are followed. |
| 7 | Overhead Lines | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties of a Lineworker 1/C and/or Single Person Worker duties. This job is part of a progression of training |
| 8 | Overhead Lines | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties of a Lineworker 1/C and/or Single Person Worker duties. This job is part of a progression of training |
| 9 | Overhead Lines | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties of a Lineworker 1/C and/or Single Person Worker duties. This job is part of a progression of training |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 10 | Overhead Lines | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties of a Lineworker 1/C and/or Single Person Worker duties. This job is part of a progression of training |
| 11 | Overhead Lines | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties of a Lineworker 1/C and/or Single Person Worker duties. This job is part of a progression of training |
| 12 | Overhead Lines | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties of a Lineworker 1/C and/or Single Person Worker duties. This job is part of a progression of training |
| 13 | Overhead Lines | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties of a Lineworker 1/C and/or Single Person Worker duties. This job is part of a progression of training |
| 14 | Overhead Lines | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties of a Lineworker 1/C and/or Single Person Worker duties. This job is part of a progression of training |
| 15 | Overhead Lines | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties of a Lineworker 1/C and/or Single Person Worker duties. This job is part of a progression of training |
| 16 | Overhead Lines | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties of a Lineworker 1/C and/or Single Person Worker duties. This job is part of a progression of training |
| 17 | Overhead Lines | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties of a Lineworker 1/C and/or Single Person Worker duties. This job is part of a progression of training |
| 18 | Overhead Lines | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties of a Lineworker 1/C and/or Single Person Worker duties. This job is part of a progression of training |
| 19 | Underground Splicer | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties as a Splicer 1/C. Direct and coordinate crew assignments in all applicable National Grid safety rules, construction standards, work methods, productivity, and quality of workmanship. Be thoroughly familiar with all Construction, Operating and Maintenance Standards, and Safety Standards and Procedures. This job is part of a progression of training. |
| 20 | Underground Splicer | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties as a Splicer 1/C. Direct and coordinate crew assignments in all applicable National Grid safety rules, construction standards, work methods, productivity, and quality of workmanship. Be thoroughly familiar with all Construction, Operating and Maintenance Standards, and Safety Standards and Procedures. This job is part of a progression of training. |
| 21 | Underground Splicer | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties as a Splicer 1/C. Direct and coordinate crew assignments in all applicable National Grid safety rules, construction standards, work methods, productivity, and quality of workmanship. Be thoroughly familiar with all Construction, Operating and Maintenance Standards, and Safety Standards and Procedures. This job is part of a progression of training. |
| 22 | Underground Splicer | Narragansett Electric Company | 1 | Union | Yes | Electric | Perform all duties as a Splicer 1/C. Direct and coordinate crew assignments in all applicable National Grid safety rules, construction standards, work methods, productivity, and quality of workmanship. Be thoroughly familiar with all Construction, Operating and Maintenance Standards, and Safety Standards and Procedures. This job is part of a progression of training. |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 23 | Substation O&M Worker | Narragansett Electric Company | 1 | Union | Yes | Electric | Be proficient as a Substation O&M Worker 1/C, as demonstrated by proficiency, testing and past performance appraisals. Perform all duties of a Substation O&M Worker 1/C.<br>Perform the maintenance and testing of the AC network system along with cable testing and fault locating of the conventional and URD underground system |
| 24 | Telecom | Narragansett Electric Company | 1 | Union | Yes | Electric | Be proficient in the installation, operation and maintenance of various types of communications, SCADA, control and metering equipment and systems. |
| 25 | Telecom | Narragansett Electric Company | 1 | Union | Yes | Electric | Be proficient in the installation, operation and maintenance of various types of communications, SCADA, control and metering equipment and systems. |
| 26 | Protection Technician | Narragansett Electric Company | 1 | Mgt | N/A | Electric | Respond to operational problems on telecommunications systems; analyze, assess and implement appropriate corrective action utilizing good technology approaches and techniques designed to achieve efficient and effective results. |
| 27 | Protection Technician | Narragansett Electric Company | 1 | Mgt | N/A | Electric | Respond to operational problems on telecommunications systems; analyze, assess and implement appropriate corrective action utilizing good technology approaches and techniques designed to achieve efficient and effective results. |
| 28 | Protection Technician | Narragansett Electric Company | 1 | Mgt | N/A | Electric | Respond to operational problems on telecommunications systems; analyze, assess and implement appropriate corrective action utilizing good technology approaches and techniques designed to achieve efficient and effective results. |
| 29 | Meter Worker B | Narragansett Electric Company | 1 | Union | Yes | Electric | Install/exchange/remove meters and accessory equipment. Wire complex secondary meter installations. Test Meters. Read and perform minor maintenance to pulse and totalizing systems. Install/Remove recording volt/amp meters on self-contained and transformer rated installations. Investigate and correct irregular metering conditions. Assist with Revenue Protection and Woodson audits. Investigate Radio and Telephone interference. Emergency Response – Single no light, partial power, flickering lights, low voltage, wire arching, electric shock. Investigate, inspect and repair connections at the meter socket. Meter Reading, Collections. Wires down |
| 30 | Meter Worker B | Narragansett Electric Company | 1 | Union | Yes | Electric | Install/exchange/remove meters and accessory equipment. Wire complex secondary meter installations. Test Meters. Read and perform minor maintenance to pulse and totalizing systems. Install/Remove recording volt/amp meters on self-contained and transformer rated installations. Investigate and correct irregular metering conditions. Assist with Revenue Protection and Woodson audits. Investigate Radio and Telephone interference. Emergency Response – Single no light, partial power, flickering lights, low voltage, wire arching, electric shock. Investigate, inspect and repair connections at the meter socket. Meter Reading, Collections. Wires down |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 31 | Meter Worker B | Narragansett Electric Company | 1 | Union | Yes | Electric | Install/exchange/remove meters and accessory equipment. Wire complex secondary meter installations. Test Meters. Read and perform minor maintenance to pulse and totalizing systems. Install/Remove recording volt/amp meters on self-contained and transformer rated installations. Investigate and correct irregular metering conditions. Assist with Revenue Protection and Woodson audits. Investigate Radio and Telephone interference. Emergency Response – Single no light, partial power, flickering lights, low voltage, wire arching, electric shock. Investigate, inspect and repair connections at the meter socket. Meter Reading, Collections. Wires down |
| 32 | Meter Worker B | Narragansett Electric Company | 1 | Union | Yes | Electric | Install/exchange/remove meters and accessory equipment. Wire complex secondary meter installations. Test Meters. Read and perform minor maintenance to pulse and totalizing systems. Install/Remove recording volt/amp meters on self-contained and transformer rated installations. Investigate and correct irregular metering conditions. Assist with Revenue Protection and Woodson audits. Investigate Radio and Telephone interference. Emergency Response – Single no light, partial power, flickering lights, low voltage, wire arching, electric shock. Investigate, inspect and repair connections at the meter socket. Meter Reading, Collections. Wires down |
| 33 | Meter Worker B | Narragansett Electric Company | 1 | Union | Yes | Electric | Install/exchange/remove meters and accessory equipment. Wire complex secondary meter installations. Test Meters. Read and perform minor maintenance to pulse and totalizing systems. Install/Remove recording volt/amp meters on self-contained and transformer rated installations. Investigate and correct irregular metering conditions. Assist with Revenue Protection and Woodson audits. Investigate Radio and Telephone interference. Emergency Response – Single no light, partial power, flickering lights, low voltage, wire arching, electric shock. Investigate, inspect and repair connections at the meter socket. Meter Reading, Collections. Wires down |
| 34 | Meter Worker B | Narragansett Electric Company | 1 | Union | Yes | Electric | Install/exchange/remove meters and accessory equipment. Wire complex secondary meter installations. Test Meters. Read and perform minor maintenance to pulse and totalizing systems. Install/Remove recording volt/amp meters on self-contained and transformer rated installations. Investigate and correct irregular metering conditions. Assist with Revenue Protection and Woodson audits. Investigate Radio and Telephone interference. Emergency Response – Single no light, partial power, flickering lights, low voltage, wire arching, electric shock. Investigate, inspect and repair connections at the meter socket. Meter Reading, Collections. Wires down |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 35 | Meter Worker B | Narragansett Electric Company | 1 | Union | Yes | Electric | Install/exchange/remove meters and accessory equipment. Wire complex secondary meter installations. Test Meters. Read and perform minor maintenance to pulse and totalizing systems. Install/Remove recording volt/amp meters on self-contained and transformer rated installations. Investigate and correct irregular metering conditions. Assist with Revenue Protection and Woodson audits. Investigate Radio and Telephone interference. Emergency Response – Single no light, partial power, flickering lights, low voltage, wire arching, electric shock. Investigate, inspect and repair connections at the meter socket. Meter Reading, Collections. Wires down |
| 36 | Meter Worker B | Narragansett Electric Company | 1 | Union | Yes | Electric | Install/exchange/remove meters and accessory equipment. Wire complex secondary meter installations. Test Meters. Read and perform minor maintenance to pulse and totalizing systems. Install/Remove recording volt/amp meters on self-contained and transformer rated installations. Investigate and correct irregular metering conditions. Assist with Revenue Protection and Woodson audits. Investigate Radio and Telephone interference. Emergency Response – Single no light, partial power, flickering lights, low voltage, wire arching, electric shock. Investigate, inspect and repair connections at the meter socket. Meter Reading, Collections. Wires down |
| 37 | Meter Worker B | Narragansett Electric Company | 1 | Union | Yes | Electric | Install/exchange/remove meters and accessory equipment. Wire complex secondary meter installations. Test Meters. Read and perform minor maintenance to pulse and totalizing systems. Install/Remove recording volt/amp meters on self-contained and transformer rated installations. Investigate and correct irregular metering conditions. Assist with Revenue Protection and Woodson audits. Investigate Radio and Telephone interference. Emergency Response – Single no light, partial power, flickering lights, low voltage, wire arching, electric shock. Investigate, inspect and repair connections at the meter socket. Meter Reading, Collections. Wires down |
| 38 | CMS - Clerk | Narragansett Electric Company | 1 | Union | No | Electric | Perform all clerical functions associated with the CMS department including storm related activities. Daily assignments may include but not be limited to the handling of service requests, customer communication, time entry, field collections |
| 39 | Supervisor, CMS | Narragansett Electric Company | 1 | Mgt | N/A | Electric | Directly manage CMS electric operations consisting of meter reading, field collections, mandated meter work, distributed generation meters and customer-generated meter work processes. Ensure safe and reliable electric service in full compliance with governmental codes and regulations |
| 40 | Clerk - CMS (Local 310) | Narragansett Electric Company | 1 | Union | No | Electric | Perform all clerical functions associated with the CMS department including storm related activities. Daily assignments may include but not be limited to the handling of service requests, customer communication, time entry, field collections |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 41 | Troubleshooter | Narragansett Electric Company | 1 | Union | Yes | Electric | Respond to and perform planned or emergency work on Overhead, Substation and Underground equipment Investigate, clear, protect, make repairs, patrol, and operate T&D facilities throughout the work location.<br>May be required to handle substances considered hazardous. |
| 42 | Auto/Truck Technician 3/C, Certified 310 | Narragansett Electric Company | 1 | Union | No | Electric | Perform Preventive maintenance to company vehicles and equipment |
| 43 | Working Leader 310 | Narragansett Electric Company | 1 | Union | No | Electric | Lead Fleet Technicians , facilitate repairs to company equipment |
| 44 | Meter Service Representative (Local 310) | Narragansett Electric Company | 4 | Union | No | Electric | All meter reading activities EMR, AMR, special reads, verify meter numbers and information including upload/download meter reading data as required. Shut off meters. Field collection activity. General shop work. Assist in 2-person assignments as needed (training). Storm Wire down appraisal. |
| 45 | Overhead Lines | Narragansett Electric Company | 5 | Union | No | Electric | The apprentice line classification is comprised of a candidate who has successfully completed the overhead pre-line school and the EEI CAST Test. This will determine if the employee has the ability to progress in the Overhead Line Department. |
| 46 | Meter Service Representative (Local 310) | Narragansett Electric Company | 3 | Union | No | Electric | All meter reading activities EMR, AMR, special reads, verify meter numbers and information including upload/download meter reading data as required. Shut off meters. Field collection activity. General shop work. Assist in 2-person assignments as needed (training). Storm Wire down appraisal. |
| 47 | Meter Worker C (Local 310) | Narragansett Electric Company | 3 | Union | No | Electric | Meter work associated with self-contained metering, <250 volts. Install, remove and cut tamper-proof rings/locks, including service-related work. Turn on/off/install/exchange meters and accessory equipment. Investigate stopped/low use meters ire complex meter sockets. Perform loop checks. Program electronic meters. Cut and Clear activity during emergency assignment. Meter reading, collections. Wires Down |
| 48 | Troubleshooter | Narragansett Electric Company | 1 | Union | Yes | Electric | Respond to and perform planned or emergency work on Overhead, Substation and Underground equipment Investigate, clear, protect, make repairs, patrol, and operate T&D facilities throughout the work location.<br>May be required to handle substances considered hazardous. |
| 49 | Operations Clerk | Narragansett Electric Company | 1 | Union | No | Electric | Provides clerical and administrative support to one of various Operations Support functions throughout the Operations Support Jurisdictional Departments. All other duties usually assigned this classification |
| 50 | Meter Service Representative (temp) | Narragansett Electric Company | 4 | Union | No | Electric | All meter reading activities EMR, AMR, skips/erts/special reads, verify meter numbers and information, MV90/Dap reads, etc. Upload/Download meter reading data as required |
| | | Total Narragansett Electric Company (Electric) | 58 | | | | |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 51 | Meter Service Technician | Narragansett Electric Company | (1) | Union | N/A | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 52 | Meter Service Technician | Narragansett Electric Company | (1) | Union | N/A | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 53 | Meter Service Technician | Narragansett Electric Company | (1) | Union | N/A | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 54 | Meter Service Technician | Narragansett Electric Company | (1) | Union | N/A | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 55 | Meter Service Technician | Narragansett Electric Company | (1) | Union | N/A | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 56 | Working Leader | Narragansett Electric Company | (1) | Union | N/A | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 57 | Office Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | • Work cooperatively and productively with other Clerks and other Company departments.<br>• Operate common office machines required by assigned work including personal computer, fax machine, copy machine, calculator, etc.<br>• Perform common clerical duties including answering and covering phones, data entry, word processing, report preparation, and other clerical duties as required, using a personal computer and Company software and any Company software, present or which might be adopted in the future.<br>• Enter timesheets into the Company payroll system and perform corrections of time entry.<br>• Perform customer research when necessary.<br>• Cross-train with Operations Department Clerks to cover absences (illness, vacation, etc.).<br>• Work productively, with minimum supervision, according to regulatory guidelines, Company guidelines, and Union Contract. |
| 58 | Clerk CMS | Narragansett Electric Company | 1 | Union | Yes | Gas | Under general supervision, to perform administrative support activities of various degrees of complexity, and to perform as required such duties as: • Assemble, maintain and/or transcribe information from various sources, prepare and maintain reports, correspondence and records, forms and orders.<br>• Prepare time and mileage reports.<br>• Make arithmetical computations; maintain statistical information.<br>• Check data for accuracy and otherwise assist in completing various types of orders, reports, and invoices.<br>• Communicate with customers or their representatives, outside agencies, and other departments.<br>• Update company records including but not limited to maps and various reports.<br>• Perform administrative support activities associated with the tasks and responsibilities of the department.<br>• Receive and dispatch information and orders in person and by telephone and radio.<br>• Assist employees of higher grade as required. |
| 59 | Ops & Construct Inspector B | Narragansett Electric Company | 1 | Union | No | Gas | Act as liaison between Company and Contractors working near gas installations and be able to advise contractors of necessary precautions to prevent damage to Company facilities<br>• Perform inspections of third party blasting operations and document results in accordance with company procedures<br>• Locate, mark out or expose Company facilities in the field utilizing drawings and maps for third parties<br>• Utilize various locating equipment including, but not limited to, Pipe Finders, Box Locators and GPR equipment<br>• Initiate field corrections to maps and records when required (Records Correction)<br>• Report immediately to the Company any unsafe field excavation practices by 3rd party contractors<br>• Perform all the duties of lower classifications as required<br>perform markout work |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 60 | Ops & Construct Inspector B | Narragansett Electric Company | 1 | Union | No | Gas | Act as liaison between Company and Contractors working near gas installations and be able to advise contractors of necessary precautions to prevent damage to Company facilities<br>• Perform inspections of third party blasting operations and document results in accordance with company procedures<br>• Locate, mark out or expose Company facilities in the field utilizing drawings and maps for third parties<br>• Utilize various locating equipment including, but not limited to, Pipe Finders, Box Locators and GPR equipment<br>• Initiate field corrections to maps and records when required (Records Correction)<br>• Report immediately to the Company any unsafe field excavation practices by 3rd party contractors<br>• Perform all the duties of lower classifications as required<br>perform markout work |
| 61 | Laborer | Narragansett Electric Company | 1 | Union | No | Gas | • Pre-construction inspection of service replacement and new service installations.<br>• Pre-mark scheduled maintenance and construction tasks (No Exclusivity)<br>• Conduct misc. inspections as needed<br>• Assist other Inspector classifications as needed |
| 62 | Laborer | Narragansett Electric Company | 1 | Union | No | Gas | • Pre-construction inspection of service replacement and new service installations.<br>• Pre-mark scheduled maintenance and construction tasks (No Exclusivity)<br>• Conduct misc. inspections as needed<br>• Assist other Inspector classifications as needed |
| 63 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 64 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 65 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 66 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 67 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 68 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 69 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 70 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 71 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 72 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 73 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 74 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |
| 75 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Yes | Gas | Responsibilities include, but not limited to meter reading duties, high bill investigations, collections, on/off orders, odor investigations, carbon monoxide investigations, poor pressure investigations, outages, meter fitting / regulator work, customer interactions. Electric wires down support as needed. Ensure all gas related functions are performed safely and in compliance with company, state and federal regulations |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 76 | C&M Technician A | Narragansett Electric Company | 1 | Union | Yes | Gas | Requirements of Job:<br>• Direct and work with assigned personnel to efficiently perform assigned C&M tasks with maximum attention to safety, quality and efficiency<br>• Distribution Tech A will fill temporary vacancies, due to sickness, vacation or injury, in the Line walker and Inspector functions<br>• Maintain compliance with established Company standards for installation and/or maintenance of mains and services<br>• Provide complete and accurate reports, records, timesheets, and other documents relative to the assigned tasks while maintaining or exceeding the productivity measures that have been established<br>• Respond with appropriate actions to emergencies, with attention to safety of the public and protection of property<br>• Proper utilization of vehicles and equipment, advising proper authorities when repair or maintenance is required<br>• Maintain attention to the safety needs of the public and the employees, both around the work site and within the job procedure<br>• Understand and comply with Local, State and Federal regulations as they pertain to C&M activities.<br>• Ability to qualify under the Federal mandated Operator Qualification requirements<br>• Perform the lesser duties when workload does not require the performance of a C&M Distribution Tech A normal duties<br>• Possess or have ability to attain valid Hazwoper certification<br>• Possess or attain valid Class A CDL driver's license |
| 77 | C&M Technician A | Narragansett Electric Company | 1 | Union | Yes | Gas | Requirements of Job:<br>• Direct and work with assigned personnel to efficiently perform assigned C&M tasks with maximum attention to safety, quality and efficiency<br>• Distribution Tech A will fill temporary vacancies, due to sickness, vacation or injury, in the Line walker and Inspector functions<br>• Maintain compliance with established Company standards for installation and/or maintenance of mains and services<br>• Provide complete and accurate reports, records, timesheets, and other documents relative to the assigned tasks while maintaining or exceeding the productivity measures that have been established<br>• Respond with appropriate actions to emergencies, with attention to safety of the public and protection of property<br>• Proper utilization of vehicles and equipment, advising proper authorities when repair or maintenance is required<br>• Maintain attention to the safety needs of the public and the employees, both around the work site and within the job procedure<br>• Understand and comply with Local, State and Federal regulations as they pertain to C&M activities.<br>• Ability to qualify under the Federal mandated Operator Qualification requirements<br>• Perform the lesser duties when workload does not require the performance of a C&M Distribution Tech A normal duties<br>• Possess or have ability to attain valid Hazwoper certification<br>• Possess or attain valid Class A CDL driver's license |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 78 | C&M Technician A | Narragansett Electric Company | 1 | Union | Yes | Gas | Requirements of Job:<br>• Direct and work with assigned personnel to efficiently perform assigned C&M tasks with maximum attention to safety, quality and efficiency<br>• Distribution Tech A will fill temporary vacancies, due to sickness, vacation or injury, in the Line walker and Inspector functions<br>• Maintain compliance with established Company standards for installation and/or maintenance of mains and services<br>• Provide complete and accurate reports, records, timesheets, and other documents relative to the assigned tasks while maintaining or exceeding the productivity measures that have been established<br>• Respond with appropriate actions to emergencies, with attention to safety of the public and protection of property<br>• Proper utilization of vehicles and equipment, advising proper authorities when repair or maintenance is required<br>• Maintain attention to the safety needs of the public and the employees, both around the work site and within the job procedure<br>• Understand and comply with Local, State and Federal regulations as they pertain to C&M activities.<br>• Ability to qualify under the Federal mandated Operator Qualification requirements<br>• Perform the lesser duties when workload does not require the performance of a C&M Distribution Tech A normal duties<br>• Possess or have ability to attain valid Hazwoper certification<br>• Possess or attain valid Class A CDL driver's license |
| 79 | C&M Technician A | Narragansett Electric Company | 1 | Union | Yes | Gas | Requirements of Job:<br>• Direct and work with assigned personnel to efficiently perform assigned C&M tasks with maximum attention to safety, quality and efficiency<br>• Distribution Tech A will fill temporary vacancies, due to sickness, vacation or injury, in the Line walker and Inspector functions<br>• Maintain compliance with established Company standards for installation and/or maintenance of mains and services<br>• Provide complete and accurate reports, records, timesheets, and other documents relative to the assigned tasks while maintaining or exceeding the productivity measures that have been established<br>• Respond with appropriate actions to emergencies, with attention to safety of the public and protection of property<br>• Proper utilization of vehicles and equipment, advising proper authorities when repair or maintenance is required<br>• Maintain attention to the safety needs of the public and the employees, both around the work site and within the job procedure<br>• Understand and comply with Local, State and Federal regulations as they pertain to C&M activities.<br>• Ability to qualify under the Federal mandated Operator Qualification requirements<br>• Perform the lesser duties when workload does not require the performance of a C&M Distribution Tech A normal duties<br>• Possess or have ability to attain valid Hazwoper certification<br>• Possess or attain valid Class A CDL driver's license |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 80 | C&M Technician A | Narragansett Electric Company | 1 | Union | Yes | Gas | Requirements of Job:<br>• Direct and work with assigned personnel to efficiently perform assigned C&M tasks with maximum attention to safety, quality and efficiency<br>• Distribution Tech A will fill temporary vacancies, due to sickness, vacation or injury, in the Line walker and Inspector functions<br>• Maintain compliance with established Company standards for installation and/or maintenance of mains and services<br>• Provide complete and accurate reports, records, timesheets, and other documents relative to the assigned tasks while maintaining or exceeding the productivity measures that have been established<br>• Respond with appropriate actions to emergencies, with attention to safety of the public and protection of property<br>• Proper utilization of vehicles and equipment, advising proper authorities when repair or maintenance is required<br>• Maintain attention to the safety needs of the public and the employees, both around the work site and within the job procedure<br>• Understand and comply with Local, State and Federal regulations as they pertain to C&M activities.<br>• Ability to qualify under the Federal mandated Operator Qualification requirements<br>• Perform the lesser duties when workload does not require the performance of a C&M Distribution Tech A normal duties<br>• Possess or have ability to attain valid Hazwoper certification<br>• Possess or attain valid Class A CDL driver's license |
| 81 | C&M Technician A | Narragansett Electric Company | 1 | Union | Yes | Gas | Requirements of Job:<br>• Direct and work with assigned personnel to efficiently perform assigned C&M tasks with maximum attention to safety, quality and efficiency<br>• Distribution Tech A will fill temporary vacancies, due to sickness, vacation or injury, in the Line walker and Inspector functions<br>• Maintain compliance with established Company standards for installation and/or maintenance of mains and services<br>• Provide complete and accurate reports, records, timesheets, and other documents relative to the assigned tasks while maintaining or exceeding the productivity measures that have been established<br>• Respond with appropriate actions to emergencies, with attention to safety of the public and protection of property<br>• Proper utilization of vehicles and equipment, advising proper authorities when repair or maintenance is required<br>• Maintain attention to the safety needs of the public and the employees, both around the work site and within the job procedure<br>• Understand and comply with Local, State and Federal regulations as they pertain to C&M activities.<br>• Ability to qualify under the Federal mandated Operator Qualification requirements<br>• Perform the lesser duties when workload does not require the performance of a C&M Distribution Tech A normal duties<br>• Possess or have ability to attain valid Hazwoper certification<br>• Possess or attain valid Class A CDL driver's license |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 82 | C&M Technician A | Narragansett Electric Company | 1 | Union | Yes | Gas | Requirements of Job:<br>• Direct and work with assigned personnel to efficiently perform assigned C&M tasks with maximum attention to safety, quality and efficiency<br>• Distribution Tech A will fill temporary vacancies, due to sickness, vacation or injury, in the Line walker and Inspector functions<br>• Maintain compliance with established Company standards for installation and/or maintenance of mains and services<br>• Provide complete and accurate reports, records, timesheets, and other documents relative to the assigned tasks while maintaining or exceeding the productivity measures that have been established<br>• Respond with appropriate actions to emergencies, with attention to safety of the public and protection of property<br>• Proper utilization of vehicles and equipment, advising proper authorities when repair or maintenance is required<br>• Maintain attention to the safety needs of the public and the employees, both around the work site and within the job procedure<br>• Understand and comply with Local, State and Federal regulations as they pertain to C&M activities.<br>• Ability to qualify under the Federal mandated Operator Qualification requirements<br>• Perform the lesser duties when workload does not require the performance of a C&M Distribution Tech A normal duties<br>• Possess or have ability to attain valid Hazwoper certification<br>• Possess or attain valid Class A CDL driver's license |
| 83 | C&M Technician A | Narragansett Electric Company | 1 | Union | Yes | Gas | Requirements of Job:<br>• Direct and work with assigned personnel to efficiently perform assigned C&M tasks with maximum attention to safety, quality and efficiency<br>• Distribution Tech A will fill temporary vacancies, due to sickness, vacation or injury, in the Line walker and Inspector functions<br>• Maintain compliance with established Company standards for installation and/or maintenance of mains and services<br>• Provide complete and accurate reports, records, timesheets, and other documents relative to the assigned tasks while maintaining or exceeding the productivity measures that have been established<br>• Respond with appropriate actions to emergencies, with attention to safety of the public and protection of property<br>• Proper utilization of vehicles and equipment, advising proper authorities when repair or maintenance is required<br>• Maintain attention to the safety needs of the public and the employees, both around the work site and within the job procedure<br>• Understand and comply with Local, State and Federal regulations as they pertain to C&M activities.<br>• Ability to qualify under the Federal mandated Operator Qualification requirements<br>• Perform the lesser duties when workload does not require the performance of a C&M Distribution Tech A normal duties<br>• Possess or have ability to attain valid Hazwoper certification<br>• Possess or attain valid Class A CDL driver's license |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 84 | C&M Technician A | Narragansett Electric Company | 1 | Union | Yes | Gas | Requirements of Job:<br>• Direct and work with assigned personnel to efficiently perform assigned C&M tasks with maximum attention to safety, quality and efficiency<br>• Distribution Tech A will fill temporary vacancies, due to sickness, vacation or injury, in the Line walker and Inspector functions<br>• Maintain compliance with established Company standards for installation and/or maintenance of mains and services<br>• Provide complete and accurate reports, records, timesheets, and other documents relative to the assigned tasks while maintaining or exceeding the productivity measures that have been established<br>• Respond with appropriate actions to emergencies, with attention to safety of the public and protection of property<br>• Proper utilization of vehicles and equipment, advising proper authorities when repair or maintenance is required<br>• Maintain attention to the safety needs of the public and the employees, both around the work site and within the job procedure<br>• Understand and comply with Local, State and Federal regulations as they pertain to C&M activities.<br>• Ability to qualify under the Federal mandated Operator Qualification requirements<br>• Perform the lesser duties when workload does not require the performance of a C&M Distribution Tech A normal duties<br>• Possess or have ability to attain valid Hazwoper certification<br>• Possess or attain valid Class A CDL driver's license |
| 85 | I&R Supervisor | Narragansett Electric Company | 1 | Union | Yes | Gas | Will be responsible for the safe and reliable installation, operation and maintenance of pressure regulators, instrument<br>systems and gas conditioning equipment by directing company crews and contractors in a manner consistent with<br>company objectives, government regulations and current technology at Gate Stations, Regulator Vaults, Governor<br>Building, Field SCADA Sites, LNG facilities and/or commercial/industrial customers. |
| 86 | I&R Manager | Narragansett Electric Company | 1 | Mgt | N/A | Gas | To ensure the safe and reliable installation, operation and maintenance of all pressure, instrument and gas conditioning equipment at Gate Stations, Regulator Vaults, Governor Buildings, CNG Stations, Pipelines, Large Industrial Customers, and Field SCADA Sites through the effective utilization of resources and skill sets. Primary focus of this position is on the safe system operations, system reliability, personal safety of employees and the public, regulatory compliance, financial efficiency, and process safety risk assessments combined with associated risk mitigating actions. |
| 87 | I&R Technician | Narragansett Electric Company | 1 | Mgt | N/A | Gas | Will be responsible for the safe and reliable installation, operation and maintenance of pressure regulators, instrument systems and gas conditioning equipment in a manner consistent with company objectives, government regulations and current technology at Gate Stations, Regulator Vaults, Governor Building, Field SCADA Sites, and/or commercial/industrial customers. |
| 88 | Welding Supervisor | Narragansett Electric Company | 1 | Union | No | Gas | Will be responsible for the safe and reliable installation, operation and maintenance of pressure regulators, instrument systems and gas conditioning equipment in a manner consistent with company objectives, government regulations and current technology at Gate Stations, Regulator Vaults, Governor Building, Field SCADA Sites, and/or commercial/industrial customers. |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 89 | Welding Supervisor | Narragansett Electric Company | 1 | Mgt | N/A | Gas | Will be responsible for the safe and reliable installation, operation and maintenance of pressure regulators, instrument systems and gas conditioning equipment in a manner consistent with company objectives, government regulations and current technology at Gate Stations, Regulator Vaults, Governor Building, Field SCADA Sites, and/or commercial/industrial customers. |
| 90 | QA/QC Inspector | Narragansett Electric Company | 3 | Mgt | N/A | Gas | Promote continuous and sustained improvement within US Gas Operations to ensure compliance with all regulations and company safety, construction, and maintenance policies. |
| 91 | C&M Tech B | Narragansett Electric Company | 3 | Union | Yes | Gas | • Learn and assist in duties of higher classification so as to qualify for promotion or upgrade.<br>• Provide complete and accurate electronic or written reports, records, timesheets, and other documents relative to the assigned tasks while maintaining or exceeding the productivity measures that have been established.<br>• Locate, mark out or expose Company facilities in the field utilizing drawings and maps for third parties<br>• Pre-construction inspection of service replacement and new service installations<br>• Utilize various locating equipment including, but not limited to, Pipe Finders, Box Locators and GPS equipment<br>• Responsible for operation of excavation equipment such as backhoes, skid steers, trenching equipment, vacuum excavation, directional drill, etc.<br>• Performs all the duties of lower classifications |
| 92 | Saw Cutter | Narragansett Electric Company | 1 | Union | No | Gas | • Maintain compliance with established Company saw cutting performance standards.<br>• Provide complete and accurate records, and timesheets relative to the assigned tasks.<br>• Utilize vehicles and equipment properly, advising proper authorities when repair or maintenance is required.<br>• Maintain attention to the safety needs of the public and the employees, both around the worksite and within<br>the job procedure, including setting up traffic control when necessary.<br>• Understand and comply with Local, State and Federal regulations as they pertain to C&M activities.<br>• Perform the duties of a C&M Technician C as required on a rotating basis or when workload does not require<br>normal saw cutting duties.<br>• Must maintain Operator Qualifications related to Construction and Maintenance activities. |
| 93 | C&M Tech C | Narragansett Electric Company | 1 | Union | Yes | Gas | • Performs construction and maintenance duties under direction of higher classification Technicians<br>• Performs fitting work as required such as threading pipe, tapping, laying and grading mains and services and other associated duties as directed.<br>• Learn and assist in duties of high classification so as to qualify for promotion or upgrade.<br>• Performs meter changes in conjunction with assigned construction and maintenance work.<br>• Performs RGO's.<br>• Performs installation of pre-fab meter sets.<br>• Performs fitting reconnects of existing customer.<br>• 1 year minimum as Laborer.<br>• Perform all duties of lower classifications. |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 94 | Const Maint Technician B or C or Laborer depending on applicant quailifications | Narragansett Electric Company | 1 | Union | Yes | Gas | See Line 91 & 93 for C&M Tech B& C. Laborer: • Perform manual labor, including hand excavation, backfilling, handling of pipe, fittings, and materials and does other laboring work as required.<br>• Successfully complete training of higher classification duties and obtain proper licenses<br>• Drive and operate all C&M vehicles and equipment as required<br>• Proper utilization of vehicles and equipment, advising proper authorities when vehicle repair or maintenance is required |
| 95 | Auto/Truck Technician 3/C, Certified | Narragansett Electric Company | 1 | Union | No | Gas | • Diagnose troubles, perform inspections and make repairs on chassis, engines, transmissions (including both automatic and manual), drive trains, rear axles, steering mechanisms, hydraulic braking systems, suspensions, cooling systems, wheels, tires, instruments, lighting accessories and other equipment as assigned.<br>• Assist others in the performance of maintenance, inspections and repairs to all automotive/truck equipment owned by the company.<br>• Work in a safe manner, productive and cost-effective manner.<br>• Respond to service calls for scheduled and unscheduled repairs and preventive maintenance as assigned.<br>• Handle standard garage materials and chemicals, some of which are classified as hazardous under Federal and State Right to Know laws and hazardous materials guidelines, including performing weekly and monthly garage inspections.<br>• Accurately document work using Fleet Anywhere, or an equivalent vehicle maintenance program.<br>• Works alone either in the assigned shop or at other locations within the limits of the classification.<br>• Perform all other garage-related duties as assigned. |
| 96 | Manager, Gas Maintenance and Construction | Narragansett Electric Company | 1 | Mgt | N/A | Gas | As the Manager of Gas Maintenance and Construction, you will be responsible for directing the field operations<br>management organization within a geographical area in order to manage the local maintenance and construction process ensuring the safe and reliable maintenance and installation of the transmission and distribution systems consistent with company objectives, strategies and policies and in full compliance with governmental codes and regulations. |
| 97 | Inspector A | Narragansett Electric Company | 1 | Union | No | Gas | • Provide standby oversight for third party excavations in conflict with critical infrastructure such as transmission pipeline and regulator stations, as assigned by the Supervisor. (Damage Prevention Inspector B may provide similar oversight in emergency situations.)<br>• Perform all the duties of lower classifications as required. |
| | | Total Narragansett Electric Company (Gas) | **39** | | | | |
| 98 | Corrosion Tester | National Grid USA Service Company | 1 | Union | Yes | Gas | Corrosion Tester - Under general supervision collects field data for the analysis of corrosion control as required by DOT Part 192 for all of the duties listed in the job description in local 12431. |
| 99 | Corrosion Tester | National Grid USA Service Company | 1 | Union | Yes | Gas | Corrosion Tester - Under general supervision collects field data for the analysis of corrosion control as required by DOT Part 192 for all of the duties listed in the job description in local 12431. |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 100 | Contract Specialist | National Grid USA Service Company | 1 | Mgt | N/A | Gas | Responsible for the leading contract lifecycle for National Grid Gas Distribution and Transmission Portfolio(s) projects delivering value to the business and our customers with safe and compliant contracted resources.Key accountabilities include, develop and manage commercial contracts with gas construction contractoors and engineering firms. |
| 101 | Pressure Regulation Engineer | National Grid USA Service Company | 1 | Mgt | N/A | Gas | Responsible for TVC documentation process for new and existing reg stations and LNG projects |
| 102 | Corrosion Engineer | National Grid USA Service Company | 1 | Mgt | N/A | Gas | Corrosion Engineer - The role holder will be required to oversee the goals of National Grid's Gas Corrosion Control Programs in the Upstate NY region. Responsible to maintain public safety, cost reductions, improved worker safety and compliance |
| 103 | CMS Program Manager | National Grid USA Service Company | 1 | Mgt | N/A | Gas | As the Customer Meter Service (CMS) Program Manager you will be responsible for the developing and managing of the regional CMS workplan and resource allocation in order to ensure all Capital and OPEX work is delivered. Along with the managing, tracking and creation of the plan, you will be responsible to deliver improvements to productivity, efficiency and performance targets. |
| 104 | M&C Program Manager | National Grid USA Service Company | 1 | Mgt | N/A | Gas | As the Rhode Island Program Manager, provide program/portfolio management to ensure all work is delivered and mandated targets are met. Manage the Rhode Island Gas portfolio to deliver agreed performance targets while improving customer satisfaction, productivity, and efficiency. Provide visibility to progress and forecast against work plans using comprehensive reports and presentations. |
| 105 | Resource Planning Manager | National Grid USA Service Company | 1 | Mgt | N/A | Gas | Plans, manages and implements asset management investment strategy in order to fully achieve all budget, portfolio goals and strategic objectives through collaboration with functional groups, providing exceptional direction and guidance to stakeholders, affording full visibility of the plan and progress against plan to all levels and facilitating timely intervention to enable optimal budgetary, resource and asset decisions in support of our customers.<br>To develop, plan, schedule and monitor the delivery of maintenance and capital work across the area in order to provide operational support to the delivery of the Gas maintenance and Construction programs. |
| 106 | Compliance Planner / Scheduler | National Grid USA Service Company | 1 | Mgt | N/A | Gas | Compliance Planner / Scheduler job description; this position will work closely with Gas Operations and Customer Meter Services managers and supervisors to schedule field technician employees and supervisors for Operator Qualification testing. This position will also work closely with the third party testing vendor to secure testing sites and seating availability. May be asked to provide light clerical duties as well. |
| 107 | F&V Analyst (Perm) | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | New Position to support the review and potential re-tendering of the outsourced agreements. Please refer to DIV 3-29 for more detail. |
| 108 | US Network Support | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | New Position to support the review and potential re-tendering of the outsourced agreements. Please refer to DIV 3-29 for more detail. |
| 109 | US Network Support | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | New Position to support the review and potential re-tendering of the outsourced agreements. Please refer to DIV 3-29 for more detail. |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 110 | SD US Support-programmes | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | New Position to support the review and potential re-tendering of the outsourced agreements. Please refer to DIV 3-29 for more detail. |
| 111 | CSOC Sr Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Cyber Security Operations Center monitoring and analysis. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 112 | CSOC Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Cyber Security Operations Center monitoring and analysis. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 113 | PEx Practioner | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Ensure performance excellence forCyber Security processes. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 114 | Business Information Security Officer | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Will interface directly with business units to increase engagement with various businessess, serve as a single technical point of contact to understand business needs and ensure cyber is baked into business led projects and requirements. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 115 | Business Information Security Officer | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Will interface directly with business units to increase engagement with various businessess, serve as a single technical point of contact to understand business needs and ensure cyber is baked into business led projects and requirements. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 116 | Business Information Security Officer | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Will interface directly with business units to increase engagement with various businessess, serve as a single technical point of contact to understand business needs and ensure cyber is baked into business led projects and requirements. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 117 | US Cyber Security Engineer | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | This position will provide security engineering, operational support/security, software engineering and management of security tools and applicatons (network access control, identity services, forensic packet capture, malware analysis etc.) deliverd through the cyber security program. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 118 | US Cyber Security Engineer | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | This position will provide security engineering, operational support/security, software engineering and management of security tools and applicatons (network access control, identity services, forensic packet capture, malware analysis etc.) deliverd through the cyber security program. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 119 | NERC Vulnerability Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Will conduct technical vulnerability management and automated compliance reporting to support NERC CIP 5, regulatory compliance and reporting. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 120 | IT/OT Security Architect | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Deliver capabilities defined and proposed through regulatory mandates of Grid Mod/REV and perform an assessment of risk exposure within the IT/OT domain. Convergence of IT OT is requiring a new breed of architect that has experience in both grid operational technology and cyber security, and is necessary to accurately assess risk and mitigate threats in the IT/OT environment. Please refer to DIV 3-45 for more detail on incremental cyber positions. |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 121 | Incident Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Incident response analyst to further build out incident response plans and playbooks to more effectively mitigate and respond to incidents. As new capabilities are introduced into the Cyber Security Operations Center, the ability to readily detect breaches rises, and need to be staffed appropriately in the event of an incident occuring. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 122 | Risk Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | This roles would increase support with in Cyber Risk management directorate to better serve and meet business demand to understand and mitigate cyber risk. The risk analyst would serve as a subject matter expert across IS controls, Cyber Security Risk, and IS risk. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 123 | Risk Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | This roles would increase support with in Cyber Risk management directorate to better serve and meet business demand to understand and mitigate cyber risk. The risk analyst would serve as a subject matter expert across IS controls, Cyber Security Risk, and IS risk. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 124 | Risk Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | This roles would increase support with in Cyber Risk management directorate to better serve and meet business demand to understand and mitigate cyber risk. The risk analyst would serve as a subject matter expert across IS controls, Cyber Security Risk, and IS risk. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 125 | PMO | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | This position will aid in the delivery of the Cyber Security Program and additional initiatives approved through rate cases. This will be the first step in regionalizing project delivery teams, putting more focus on US delivery of initiatives, ensure projects are delivered on time and on budget. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 126 | Security Manager | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Restructuing of management within Cyber Security Operations directorate to be more regionalized, providing leadership at a regional level given the increase in requirements with insourced forensic, test, and CSOC teams, as well as additional workloads as result of NERC CIP, IT/OT, Grid Mod, and REV. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 127 | Test Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Testing is currently conducted externally (vulnerability assessments). These roles will conduct penetration testing of systems and applications to find and mitigate vulnerabilties across systems. These roles are part of building the capabiltiy internally. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 128 | Test Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Testing is currently conducted externally (vulnerability assessments). These roles will conduct penetration testing of systems and applications to find and mitigate vulnerabilties across systems. These roles are part of building the capabiltiy internally. Please refer to DIV 3-45 for more detail on incremental cyber positions. |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 129 | Security Policy Lead | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | This position wil focus on policies to be defined at the regional, state, and federal levels to better integrate and comply with US regulations. This position also ties to the Domain Based Security initiative, that will allow for the creation of domain (business specific) based policies to be established to ensure compliance with US laws. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 130 | Forensic Analysts [CSO] | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Digital Forensic Lab has is being stood up within National Grid and resources are needed to support forensic testing and electronic discovery in the event of an investigation. These roles are part of building an internal capability to perform these functions in house. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 131 | Forensic Analysts [CSO] | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Digital Forensic Lab has is being stood up within National Grid and resources are needed to support forensic testing and electronic discovery in the event of an investigation. These roles are part of building an internal capability to perform these functions in house. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 132 | Director Governance & Compliance | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Responsible for the oversight and reporting of performance of the Cyber governance and compliance regulations. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 133 | Manager, Enterprise Security Architect | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Act as a design authority for National Grid US, ensuring that a Security Architecture is formally approved and adopted to ensure that the complexity of our environments can be managed securely and successfully, delivering to the business values, goals, and objectives. The role will provide a focal point for the creation and re-use of value by leading security architectural change in our business and industrial control system environments, establishing a vision and planning for the future state security architectures, influencing and directing DR&S, National Grid and Partner leaderships accordingly. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 134 | Risk Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | This roles would increase support with in Cyber Risk management directorate to better serve and meet business demand to understand and mitigate cyber risk. The risk analyst would serve as a subject matter expert across IS controls, Cyber Security Risk, and IS risk. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 135 | Test Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Testing is currently conducted externally (vulnerability assessments). These roles will conduct penetration testing of systems and applications to find and mitigate vulnerabilties across systems. These roles are part of building the capabiltiy internally. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 136 | Forensic Analysts [CSO] | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Provide data analytics related to cyber incidents and threats. Please refer to DIV 3-45 for more detail on incremental cyber positions. |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 137 | Test Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Testing is currently conducted externally (vulnerability assessments). These roles will conduct penetration testing of systems and applications to find and mitigate vulnerabilties across systems. These roles are part of building the capabiltiy internally. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 138 | Test Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Testing is currently conducted externally (vulnerability assessments). These roles will conduct penetration testing of systems and applications to find and mitigate vulnerabilties across systems. These roles are part of building the capabiltiy internally. Please refer to DIV 3-45 for more detail on incremental cyber positions. |
| 139 | SCC Operator | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Security Comand Center operator |
| 140 | SCC Operator | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Security Comand Center operator |
| 141 | Secuirty Officer 2 | National Grid USA Service Company | 1 | Union | No | Electric/Gas | Physical Security officer |
| 142 | CNI Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Critical National Infrastructure analyst |
| 143 | CNI Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Critical National Infrastructure analyst |
| 144 | Lead Consultant | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Will interface directly with business units to increase engagement with various businessess, serve as a single IS point of contact to understand business needs. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 145 | Lead Consultant | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Will interface directly with business units to increase engagement with various businessess, serve as a single IS point of contact to understand business needs. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 146 | Solution Architect (Band D) | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Estimate new work effort, lead technical teams, manage risks and issues and present technical and design related subject matter to a wide variety of stakeholders. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 147 | Project Manager (Band D) #2 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Direct the management of projects within a portfolio from initiation to completion that deliver business change and subsequent benefits. Achieved by leveraging the range of resources and experience across the full IS function whilst influencing key stakeholders to achieve successful delivery. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 148 | Project Manager (Band D) #3 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Direct the management of projects within a portfolio from initiation to completion that deliver business change and subsequent benefits. Achieved by leveraging the range of resources and experience across the full IS function whilst influencing key stakeholders to achieve successful delivery. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 149 | Project Manager (Band D) #5 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Direct the management of projects within a portfolio from initiation to completion that deliver business change and subsequent benefits. Achieved by leveraging the range of resources and experience across the full IS function whilst influencing key stakeholders to achieve successful delivery. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 150 | Project Manager (Band D) #6 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Direct the management of projects within a portfolio from initiation to completion that deliver business change and subsequent benefits. Achieved by leveraging the range of resources and experience across the full IS function whilst influencing key stakeholders to achieve successful delivery. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 151 | Project Manager (Band D) #7 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Direct the management of projects within a portfolio from initiation to completion that deliver business change and subsequent benefits. Achieved by leveraging the range of resources and experience across the full IS function whilst influencing key stakeholders to achieve successful delivery. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 152 | Project Manager (Band D) #8 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Direct the management of projects within a portfolio from initiation to completion that deliver business change and subsequent benefits. Achieved by leveraging the range of resources and experience across the full IS function whilst influencing key stakeholders to achieve successful delivery. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 153 | Project Manager (Band D) #9 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Direct the management of projects within a portfolio from initiation to completion that deliver business change and subsequent benefits. Achieved by leveraging the range of resources and experience across the full IS function whilst influencing key stakeholders to achieve successful delivery. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 154 | Project Manager (Band D) #10 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Direct the management of projects within a portfolio from initiation to completion that deliver business change and subsequent benefits. Achieved by leveraging the range of resources and experience across the full IS function whilst influencing key stakeholders to achieve successful delivery. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 155 | Business Analyst (Band E) #1 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Primary Role of the Business Analyst is to document business critical or complex solutions that meet the user needs and improve business performance by providing the analysis of business requirements, problem solving and troubleshooting as part of a project delivery team. Accountable for ensuring that clear, concise requirements (business and technical) have been captured. Drive or participate in testing, drive issue resolution, deviations and support the production implementation process. Develop procedural documentation or manuals. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 156 | Business Analyst (Band E) #2 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Primary Role of the Business Analyst is to document business critical or complex solutions that meet the user needs and improve business performance by providing the analysis of business requirements, problem solving and troubleshooting as part of a project delivery team. Accountable for ensuring that clear, concise requirements (business and technical) have been captured. Drive or participate in testing, drive issue resolution, deviations and support the production implementation process. Develop procedural documentation or manuals. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 157 | Business Analyst (Band E) #4 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Primary Role of the Business Analyst is to document business critical or complex solutions that meet the user needs and improve business performance by providing the analysis of business requirements, problem solving and troubleshooting as part of a project delivery team. Accountable for ensuring that clear, concise requirements (business and technical) have been captured. Drive or participate in testing, drive issue resolution, deviations and support the production implementation process. Develop procedural documentation or manuals. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 158 | Business Analyst (Band E) #5 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Primary Role of the Business Analyst is to document business critical or complex solutions that meet the user needs and improve business performance by providing the analysis of business requirements, problem solving and troubleshooting as part of a project delivery team. Accountable for ensuring that clear, concise requirements (business and technical) have been captured. Drive or participate in testing, drive issue resolution, deviations and support the production implementation process. Develop procedural documentation or manuals. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 159 | Business Analyst (Band E) #7 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Primary Role of the Business Analyst is to document business critical or complex solutions that meet the user needs and improve business performance by providing the analysis of business requirements, problem solving and troubleshooting as part of a project delivery team. Accountable for ensuring that clear, concise requirements (business and technical) have been captured. Drive or participate in testing, drive issue resolution, deviations and support the production implementation process. Develop procedural documentation or manuals. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 160 | Business Analyst (Band E) #8 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Primary Role of the Business Analyst is to document business critical or complex solutions that meet the user needs and improve business performance by providing the analysis of business requirements, problem solving and troubleshooting as part of a project delivery team. Accountable for ensuring that clear, concise requirements (business and technical) have been captured. Drive or participate in testing, drive issue resolution, deviations and support the production implementation process. Develop procedural documentation or manuals. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 161 | Business Analyst (Band E) #9 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Primary Role of the Business Analyst is to document business critical or complex solutions that meet the user needs and improve business performance by providing the analysis of business requirements, problem solving and troubleshooting as part of a project delivery team. Accountable for ensuring that clear, concise requirements (business and technical) have been captured. Drive or participate in testing, drive issue resolution, deviations and support the production implementation process. Develop procedural documentation or manuals. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 162 | Solution Architect (Band D) #1 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Estimate new work effort, lead technical teams, manage risks and issues and present technical and design related subject matter to a wide variety of stakeholders. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 163 | Solution Architect (Band D) #2 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Estimate new work effort, lead technical teams, manage risks and issues and present technical and design related subject matter to a wide variety of stakeholders. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 164 | Solution Architect (Band D) #4 | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Estimate new work effort, lead technical teams, manage risks and issues and present technical and design related subject matter to a wide variety of stakeholders. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 165 | Communications Manager | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Provide clear communication of the project portfolio between all groups with Information Services. |
| 166 | VP - Tower Lead | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Tower Lead (TL) will act as the single point of contact (Functional CIO) and be responsible for their designated Tower. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 167 | VP - Tower Lead | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Tower Lead (TL) will act as the single point of contact (Functional CIO) and be responsible for their designated Tower. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 168 | Director - Tower Lead | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Tower Lead (TL) will act as the single point of contact (Functional CIO) and be responsible for their designated Tower. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 169 | Director - Tower Lead | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Tower Lead (TL) will act as the single point of contact (Functional CIO) and be responsible for their designated Tower. Please refer to DIV 3-45 for more detail on incremental program delivery positions. |
| 170 | IS PEX Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Ensure performance excellence for IS program delivery process. |
| 171 | CEI Consultant | National Grid USA Service Company | 1 | Mgt | N/A | Electric | Act as a single point of contact with distributed generation customers and manage DG projects from application receipt through interconnection agreement, construction and reconciliation. |
| 172 | CEI Consultant | National Grid USA Service Company | 1 | Mgt | N/A | Electric | Act as a single point of contact with distributed generation customers and manage DG projects from application receipt through interconnection agreement, construction and reconciliation. |
| 173 | CEI Analyst | National Grid USA Service Company | 1 | Mgt | N/A | Electric | Provide analytical and tactical support, monitor financials related to DG projects, supply regulatory reports, answer ad hoc reporting request, coordinate internal & external outrech, maitain ReGrowth and Net metering programs. |
| 174 | Marketing Analyst | Narragansett Electric Company | 1 | Mgt | N/A | Electric/Gas | Be a part of a team that contributes to the development of customer outreach and engagement implementation initiatives that positively positions the company among its various audiences and supports the vision of a customer-driven US culture. National Grid is looking for a Marketing Analyst who will develop tactical recommendations for implementing objectives associated with supporting our income-eligible customers in Rhode Island. In this role you will also assist and coordinate work on projects by contributing to developing project objectives and processes to ensure brand and visual guidelines are embedded in all company communications related to promoting awareness and customer adoption of our income-eligible programs and offerings in Rhode Island. |
| 175 | Consumer Advocate | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Work directly with National Grid's most vulnerable customers and the various external support agencies and advocacy groups that support them. Your mission will be to improve the lives of these customers through driving awareness of, enrollment in, and engagement around the various tools National Grid has in place to help income-eligible customers manage the affordability and volatility of their monthly energy spend. Take a more proactive role in identifying and executing on new outreach and engagement strategies |
| 176 | Consumer Advocate | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Work directly with National Grid's most vulnerable customers and the various external support agencies and advocacy groups that support them. Your mission will be to improve the lives of these customers through driving awareness of, enrollment in, and engagement around the various tools National Grid has in place to help income-eligible customers manage the affordability and volatility of their monthly energy spend. |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 177 | Consumer Advocate | National Grid USA Service Company | 1 | Mgt | N/A | Electric/Gas | Work directly with National Grid's most vulnerable customers and the various external support agencies and advocacy groups that support them. Your mission will be to improve the lives of these customers through driving awareness of, enrollment in, and engagement around the various tools National Grid has in place to help income-eligible customers manage the affordability and volatility of their monthly energy spend. |
| 178 | Lead Engineer | National Grid USA Service Company | 1 | Mgt | N/A | Electric | Driving awareness of, enrollment in, and engagement around the various tools National Grid has in place to help income-eligible customers manage the affordability and volatility of their monthly energy spend. |
| 179 | Lead Engineer | National Grid USA Service Company | 1 | Mgt | N/A | Electric | Substation Planner focused on impact analysis of increasing complexity of large scale DG interconnection requests. |
| 180 | Lead Engineer | National Grid USA Service Company | 1 | Mgt | N/A | Electric | Protection Planner focused on impact analysis of increasing complexity of large scale DG interconnection requests. |
| 181 | Lead Engineer | National Grid USA Service Company | 1 | Mgt | N/A | Electric | Field Engineer focused on impact analysis of increased quantity of medium to large scale DG interconnection requests. |
| 182 | Lead Engineer | National Grid USA Service Company | 1 | Mgt | N/A | Electric | Field Engineer focused on impact analysis of increased quantity of medium to large scale DG interconnection requests. |
| 183 | Senior Engineer | National Grid USA Service Company | 1 | Mgt | N/A | Electric | Protection Engineer focused on protection system analysis of increasing complexity of large scale DG interconnection requests. |
| 184 | GIS Coordinator | National Grid USA Service Company | 1 | Mgt | N/A | Electric | GIS coordinator is a newly established management role for maps and records. This person will be responsible for training, standardization, overall mapping and data quality improvements, meeting work |
| 185 | Maps & Record Technician | National Grid USA Service Company | 1 | Union | N/A | Electric | Maps and records is responsible for ensuring that geographic information system (GIS) and Company maps are accurately updated, recorded, and maintained to reflect distribution electric system assets." |
| 186 | Maps and Records Tecnician | National Grid USA Service Company | 1 | Union | N/A | Electric | Maps and records is responsible for ensuring that geographic information system (GIS) and Company maps are accurately updated, recorded, and maintained to reflect distribution electric system assets." |
| 187 | Estimator | National Grid USA Service Company | 2 | Mgt | N/A | Gas | The Gas Estimator will prepare accurate and timely construction estimates for large scale complex construction projects including natural gas transmission, distribution, LNG and regulator stations. Estimates include all aspects of a project including materials, engineering, permitting, environmental compliance, construction, labor and equipment. |
| 188 | Maps & Records Technician | National Grid USA Service Company | 2 | Mgt | N/A | Gas | Under direct supervision, assist higher level employees with the duties listed below and perform all aspects of moderate complexity required for the completion of all gas Geographic Information Systems (GIS) and Computer Aided Design and Drafting (CADD) projects. Perform GIS projects for Gas as needed. |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-7 | DIV 3-7 b. | DIV 3-7 a. & DIV 3-9 b. |
|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Qualification Training Required?** | **Supporting Electric or Gas** | **Concise Job Description** |
| 189 | Mapping Coordinator | National Grid USA Service Company | 2 | Mgt | N/A | Gas | Responsible for the planning, delivery, management, and governance of assigned projects in accordance with the National Grid project management processes defined by scope, schedule & quality. Provide leadership and clear direction project team. |
| 190 | Work Coordinator | National Grid USA Service Company | 3 | Mgt | N/A | Gas | The Work Coordinator, under the direction of the Lead Supervisor is responsible for the assembly of work packages for gas construction and maintenance work. This position activities include Permitting, dig safe, Engineering of gas services, meter sizing below 5,000 CFH, and packaging of ALL RI gas mains and services including but not limited to the following work types Mandated, Leaks, Construction, Reliability, Integrity, and Growth and delivery to the Gas Operation throughout RI |
| 191 | Lead Project Manager | National Grid USA Service Company | 5 | Mgt | N/A | Gas | Responsible for the planning, delivery, management, and governance of assigned projects in accordance with the National Grid project management processes defined by scope, schedule & quality. Provide leadership and clear direction project team. |
| 192 | Civil / Structural Eng | National Grid USA Service Company | 1 | Mgt | N/A | Electric | Civil / Structural Engineer focused on civil and structural needs for interconnection of DG at an electric substation. |
| 193 | Electrical Eng | National Grid USA Service Company | 1 | Mgt | N/A | Electric | Electrical Engineer focused on electrical needs for interconnection of DG at an electric substation. |
| 194 | Senior Engineer | National Grid USA Service Company | 1 | Mgt | N/A | Electric | Telecom Engineer focused on communication system requirements of increasing complexity for large scale DG interconnection requests. |
| 195 | Senior Engineer | National Grid USA Service Company | 1 | Mgt | N/A | Electric | Protection Engineer focused on protection system analysis of increasing complexity of large scale DG interconnection requests. |
| | | National Grid USA Service Company | **107** | | | | |
| | | Total | **204** | | | | |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 1 | Meter Worker A | Narragansett Electric Company | (1) | Union | Melrose St, Providence | ($35,672) | ($34.30) | 80% | 1,040 | 100% | 0% |
| 2 | Meter Worker B | Narragansett Electric Company | (1) | Union | Melrose St, Providence | ($35,672) | ($34.30) | 80% | 1,040 | 100% | 0% |
| 3 | CMS - Clerk | Narragansett Electric Company | (1) | Union | Melrose St, Providence | ($35,672) | ($34.30) | 100% | 1,040 | 100% | 0% |
| 4 | Designer | Narragansett Electric Company | 1 | Union | Providence | $76,752 | $36.90 | 20% | 2,080 | 100% | 0% |
| 5 | Designer | Narragansett Electric Company | 1 | Union | Providence | $76,752 | $36.90 | 20% | 2,080 | 100% | 0% |
| 6 | Engineer | Narragansett Electric Company | 1 | Union | Providence | $76,752 | $36.90 | 20% | 2,080 | 100% | 0% |
| 7 | Overhead Lines | Narragansett Electric Company | 1 | Union | Rhode Island | $69,576 | $33.45 | 90% | 2,080 | 100% | 0% |
| 8 | Overhead Lines | Narragansett Electric Company | 1 | Union | Rhode Island | $69,576 | $33.45 | 90% | 2,080 | 100% | 0% |
| 9 | Overhead Lines | Narragansett Electric Company | 1 | Union | Rhode Island | $69,576 | $33.45 | 90% | 2,080 | 100% | 0% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 10 | Overhead Lines | Narragansett Electric Company | 1 | Union | Rhode Island | $69,576 | $33.45 | 90% | 2,080 | 100% | 0% |
| 11 | Overhead Lines | Narragansett Electric Company | 1 | Union | Rhode Island | $69,576 | $33.45 | 90% | 2,080 | 100% | 0% |
| 12 | Overhead Lines | Narragansett Electric Company | 1 | Union | Rhode Island | $69,576 | $33.45 | 90% | 2,080 | 100% | 0% |
| 13 | Overhead Lines | Narragansett Electric Company | 1 | Union | Rhode Island | $69,576 | $33.45 | 90% | 2,080 | 100% | 0% |
| 14 | Overhead Lines | Narragansett Electric Company | 1 | Union | Rhode Island | $69,576 | $33.45 | 90% | 2,080 | 100% | 0% |
| 15 | Overhead Lines | Narragansett Electric Company | 1 | Union | Rhode Island | $69,576 | $33.45 | 90% | 2,080 | 100% | 0% |
| 16 | Overhead Lines | Narragansett Electric Company | 1 | Union | Rhode Island | $69,576 | $33.45 | 90% | 2,080 | 100% | 0% |
| 17 | Overhead Lines | Narragansett Electric Company | 1 | Union | Rhode Island | $69,576 | $33.45 | 90% | 2,080 | 100% | 0% |
| 18 | Overhead Lines | Narragansett Electric Company | 1 | Union | Rhode Island | $69,576 | $33.45 | 90% | 2,080 | 100% | 0% |
| 19 | Underground Splicer | Narragansett Electric Company | 1 | Union | Rhode Island | $68,682 | $33.02 | 30% | 2,080 | 100% | 0% |
| 20 | Underground Splicer | Narragansett Electric Company | 1 | Union | Rhode Island | $68,682 | $33.02 | 30% | 2,080 | 100% | 0% |
| 21 | Underground Splicer | Narragansett Electric Company | 1 | Union | Rhode Island | $68,682 | $33.02 | 30% | 2,080 | 100% | 0% |
| 22 | Underground Splicer | Narragansett Electric Company | 1 | Union | Rhode Island | $68,682 | $33.02 | 30% | 2,080 | 100% | 0% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 23 | Substation O&M Worker | Narragansett Electric Company | 1 | Union | Rhode Island | $64,688 | $31.10 | 70% | 2,080 | 100% | 0% |
| 24 | Telecom | Narragansett Electric Company | 1 | Union | Rhode Island | $75,858 | $36.47 | 70% | 2,080 | 100% | 0% |
| 25 | Telecom | Narragansett Electric Company | 1 | Union | Rhode Island | $75,858 | $36.47 | 70% | 2,080 | 100% | 0% |
| 26 | Protection Technician | Narragansett Electric Company | 1 | Mgt | Rhode Island | $75,858 | $36.47 | 30% | 2,080 | 100% | 0% |
| 27 | Protection Technician | Narragansett Electric Company | 1 | Mgt | Rhode Island | $75,858 | $36.47 | 30% | 2,080 | 100% | 0% |
| 28 | Protection Technician | Narragansett Electric Company | 1 | Mgt | Rhode Island | $75,858 | $36.47 | 30% | 2,080 | 100% | 0% |
| 29 | Meter Worker B | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $65,052 | $33.88 | 80% | 1,920 | 100% | 0% |
| 30 | Meter Worker B | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $65,052 | $33.88 | 80% | 1,920 | 100% | 0% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 31 | Meter Worker B | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $65,052 | $33.88 | 80% | 1,920 | 100% | 0% |
| | | | | | | | | | | | |
| 32 | Meter Worker B | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $65,052 | $33.88 | 80% | 1,920 | 100% | 0% |
| 33 | Meter Worker B | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $65,052 | $33.88 | 80% | 1,920 | 100% | 0% |
| 34 | Meter Worker B | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $65,052 | $33.88 | 80% | 1,920 | 100% | 0% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Line # | Title | Company | Qty | Wage Type | Work Location | Annual Labor Cost | Hourly Rate | O&M % | Estimated Hours | Percentage to Electric | Percentage to Gas |
| 35 | Meter Worker B | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $65,052 | $33.88 | 80% | 1,920 | 100% | 0% |
| | | | | | | | | | | | |
| 36 | Meter Worker B | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $65,052 | $33.88 | 80% | 1,920 | 100% | 0% |
| 37 | Meter Worker B | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $65,052 | $33.88 | 80% | 1,920 | 100% | 0% |
| 38 | CMS - Clerk | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $65,052 | $33.88 | 100% | 1,920 | 100% | 0% |
| 39 | Supervisor, CMS | Narragansett Electric Company | 1 | Mgt | Melrose St, Providence | $101,000 | $48.56 | 80% | 2,080 | 100% | 0% |
| 40 | Clerk - CMS (Local 310) | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $57,117 | $27.46 | 100% | 2,080 | 100% | 0% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 41 | Troubleshooter | Narragansett Electric Company | 1 | Union | Rhode Island | $101,546 | $48.82 | 70% | 2,080 | 100% | 0% |
| 42 | Auto/Truck Technician 3/C, Certified 310 | Narragansett Electric Company | 1 | Union | Rhode Island | $65,562 | $31.52 | 100% | 2,080 | 100% | 0% |
| 43 | Working Leader 310 | Narragansett Electric Company | 1 | Union | Rhode Island | $93,423 | $44.92 | 100% | 2,080 | 100% | 0% |
| 44 | Meter Service Representative (Local 310) | Narragansett Electric Company | 4 | Union | Melrose St, Providence | $136,375 | $16.39 | 80% | 8,320 | 100% | 0% |
| 45 | Overhead Lines | Narragansett Electric Company | 5 | Union | Rhode Island | $339,352 | $32.63 | 90% | 10,400 | 100% | 0% |
| 46 | Meter Service Representative (Local 310) | Narragansett Electric Company | 3 | Union | Melrose St, Providence | $136,375 | $21.86 | 80% | 6,240 | 100% | 0% |
| 47 | Meter Worker C (Local 310) | Narragansett Electric Company | 3 | Union | Melrose St, Providence | $202,027 | $32.38 | 80% | 6,240 | 100% | 0% |
| 48 | Troubleshooter | Narragansett Electric Company | 1 | Union | Rhode Island | $101,546 | $48.82 | 70% | 2,080 | 100% | 0% |
| 49 | Operations Clerk | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $54,548 | $26.23 | 70% | 2,080 | 100% | 0% |
| 50 | Meter Service Representative (temp) | Narragansett Electric Company | 4 | Union | Melrose St, Providence | $172,419 | $20.72 | 100% | 8,320 | 100% | 0% |
| | | Total Narragansett Electric Company (Electric) | 58 | | | | | | | | |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Line # | Title | Company | Qty | Wage Type | Work Location | Annual Labor Cost | Hourly Rate | O&M % | Estimated Hours | Percentage to Electric | Percentage to Gas |
| 51 | Meter Service Technician | Narragansett Electric Company | (1) | Union | Melrose St, Providence | ($30,624) | ($29.45) | 20% | 1,040 | 0% | 100% |
| | | | | | | | | | | | |
| 52 | Meter Service Technician | Narragansett Electric Company | (1) | Union | Melrose St, Providence | ($30,624) | ($29.45) | 20% | 1,040 | 0% | 100% |
| 53 | Meter Service Technician | Narragansett Electric Company | (1) | Union | Melrose St, Providence | ($30,624) | ($29.45) | 20% | 1,040 | 0% | 100% |
| 54 | Meter Service Technician | Narragansett Electric Company | (1) | Union | Melrose St, Providence | ($30,624) | ($29.45) | 20% | 1,040 | 0% | 100% |
| 55 | Meter Service Technician | Narragansett Electric Company | (1) | Union | Melrose St, Providence | ($30,624) | ($29.45) | 20% | 1,040 | 0% | 100% |
| 56 | Working Leader | Narragansett Electric Company | (1) | Union | Melrose St, Providence | ($30,624) | ($29.45) | 20% | 1,040 | 0% | 100% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 57 | Office Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $60,001 | $28.85 | 100% | 2,080 | 0% | 100% |
| | | | | | | | | | | | |
| 58 | Clerk CMS | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $60,001 | $28.85 | 100% | 2,080 | 0% | 100% |
| 59 | Ops & Construct Inspector B | Narragansett Electric Company | 1 | Union | Dexter St, Providence, RI | $85,758 | $41.23 | 100% | 2,080 | 0% | 100% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Line # | Title | Company | Qty | Wage Type | Work Location | Annual Labor Cost | Hourly Rate | O&M % | Estimated Hours | Percentage to Electric | Percentage to Gas |
| 60 | Ops & Construct Inspector B | Narragansett Electric Company | 1 | Union | Dexter St, Providence, RI | $85,758 | $41.23 | 100% | 2,080 | 0% | 100% |
| | | | | | | | | | | | |
| 61 | Laborer | Narragansett Electric Company | 1 | Union | Dexter St, Providence, RI | $85,758 | $41.23 | 100% | 2,080 | 0% | 100% |
| 62 | Laborer | Narragansett Electric Company | 1 | Union | Dexter St, Providence, RI | $85,758 | $41.23 | 100% | 2,080 | 0% | 100% |
| 63 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $55,048 | $26.47 | 100% | 2,080 | 0% | 100% |
| 64 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $55,048 | $26.47 | 100% | 2,080 | 0% | 100% |
| 65 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $55,048 | $26.47 | 100% | 2,080 | 0% | 100% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Line # | Title | Company | Qty | Wage Type | Work Location | Annual Labor Cost | Hourly Rate | O&M % | Estimated Hours | Percentage to Electric | Percentage to Gas |
| 66 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $55,048 | $26.47 | 100% | 2,080 | 0% | 100% |
| 67 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $55,048 | $26.47 | 100% | 2,080 | 0% | 100% |
| 68 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $55,048 | $26.47 | 100% | 2,080 | 0% | 100% |
| 69 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $55,048 | $26.47 | 100% | 2,080 | 0% | 100% |
| 70 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $55,048 | $26.47 | 100% | 2,080 | 0% | 100% |
| 71 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $55,048 | $26.47 | 100% | 2,080 | 0% | 100% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 72 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $55,048 | $26.47 | 100% | 2,080 | 0% | 100% |
| | | | | | | | | | | | |
| 73 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $55,048 | $26.47 | 100% | 2,080 | 0% | 100% |
| 74 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $55,048 | $26.47 | 100% | 2,080 | 0% | 100% |
| 75 | Meter Service Technician | Narragansett Electric Company | 1 | Union | Melrose St, Providence | $55,048 | $26.47 | 100% | 2,080 | 0% | 100% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 76 | C&M Technician A | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $75,425 | $36.26 | 25% | 2,080 | 0% | 100% |
| 77 | C&M Technician A | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $75,425 | $36.26 | 25% | 2,080 | 0% | 100% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 78 | C&M Technician A | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $75,425 | $36.26 | 25% | 2,080 | 0% | 100% |
| 79 | C&M Technician A | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $75,425 | $36.26 | 25% | 2,080 | 0% | 100% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 80 | C&M Technician A | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $75,425 | $36.26 | 25% | 2,080 | 0% | 100% |
| 81 | C&M Technician A | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $75,425 | $36.26 | 25% | 2,080 | 0% | 100% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 82 | C&M Technician A | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $75,425 | $36.26 | 25% | 2,080 | 0% | 100% |
| 83 | C&M Technician A | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $75,425 | $36.26 | 25% | 2,080 | 0% | 100% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 84 | C&M Technician A | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $75,425 | $36.26 | 25% | 2,080 | 0% | 100% |
| 85 | I&R Supervisor | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $75,425 | $36.26 | 25% | 2,080 | 0% | 100% |
| 86 | I&R Manager | Narragansett Electric Company | 1 | Mgt | Providence, Rhode Island | $65,770 | $31.62 | 25% | 2,080 | 0% | 100% |
| 87 | I&R Technician | Narragansett Electric Company | 1 | Mgt | Braintree MA | $118,081 | $56.77 | 100% | 2,080 | 0% | 100% |
| 88 | Welding Supervisor | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $59,604 | $28.66 | 80% | 2,080 | 0% | 100% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 89 | Welding Supervisor | Narragansett Electric Company | 1 | Mgt | Providence, Rhode Island | $101,651 | $48.87 | 10% | 2,080 | 0% | 100% |
| 90 | QA/QC Inspector | Narragansett Electric Company | 3 | Mgt | Rhode Island | $258,783 | $41.47 | 100% | 6,240 | 0% | 100% |
| 91 | C&M Tech B | Narragansett Electric Company | 3 | Union | Providence, Rhode Island | $238,541 | $38.23 | 100% | 6,240 | 0% | 100% |
| 92 | Saw Cutter | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $43,638 | $20.98 | 100% | 2,080 | 0% | 100% |
| 93 | C&M Tech C | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $59,604 | $28.66 | 100% | 2,080 | 0% | 100% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 94 | Const Maint Technician B or C or Laborer depending on applicant quailifications | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $38,667 | $18.59 | 100% | 2,080 | 0% | 100% |
| | | | | | | | | | | | |
| 95 | Auto/Truck Technician 3/C, Certified | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $66,269 | $31.86 | 100% | 2,080 | 0% | 100% |
| 96 | Manager, Gas Maintenance and Construction | Narragansett Electric Company | 1 | Mgt | Providence, Rhode Island | $122,164 | $58.73 | 100% | 2,080 | 0% | 100% |
| 97 | Inspector A | Narragansett Electric Company | 1 | Union | Providence, Rhode Island | $86,261 | $41.47 | 100% | 2,080 | 0% | 100% |
| | | Total Narragansett Electric Company (Gas) | 39 | | | | | | | | |
| 98 | Corrosion Tester | National Grid USA Service Company | 1 | Union | Providence, Rhode Island | $78,465 | $37.72 | 100% | 2,080 | 0% | 100% |
| 99 | Corrosion Tester | National Grid USA Service Company | 1 | Union | Providence, Rhode Island | $78,465 | $37.72 | 100% | 2,080 | 0% | 100% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Line # | Title | Company | Qty | Wage Type | Work Location | Annual Labor Cost | Hourly Rate | O&M % | Estimated Hours | Percentage to Electric | Percentage to Gas |
| 100 | Contract Specialist | National Grid USA Service Company | 1 | Mgt | Providence, Rhode Island | $66,470 | $31.96 | 10% | 2,080 | 0% | 100% |
| 101 | Pressure Regulation Engineer | National Grid USA Service Company | 1 | Mgt | Waltham | $85,778 | $41.24 | 50% | 2,080 | 50% | 50% |
| 102 | Corrosion Engineer | National Grid USA Service Company | 1 | Mgt | Providence, Rhode Island | $68,622 | $32.99 | 80% | 2,080 | 0% | 100% |
| 103 | CMS Program Manager | National Grid USA Service Company | 1 | Mgt | Providence, Rhode Island | $77,000 | $37.02 | 90% | 2,080 | 0% | 100% |
| 104 | M&C Program Manager | National Grid USA Service Company | 1 | Mgt | Providence, Rhode Island | $77,000 | $37.02 | 20% | 2,080 | 0% | 100% |
| 105 | Resource Planning Manager | National Grid USA Service Company | 1 | Mgt | Providence, Rhode Island | $118,081 | $56.77 | 20% | 2,080 | 0% | 100% |
| 106 | Compliance Planner / Scheduler | National Grid USA Service Company | 1 | Mgt | Providence, Rhode Island | $81,276 | $39.08 | 100% | 2,080 | 0% | 100% |
| 107 | F&V Analyst (Perm) | National Grid USA Service Company | 1 | Mgt | Syracuse, NY | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 108 | US Network Support | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 109 | US Network Support | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 110 | SD US Support-programmes | National Grid USA Service Company | 1 | Mgt | Hicksville, NY | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 111 | CSOC Sr Analyst | National Grid USA Service Company | 1 | Mgt | Northboro, MA | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 112 | CSOC Analyst | National Grid USA Service Company | 1 | Mgt | Northboro, MA | $59,684 | $28.69 | 100% | 2,080 | 6.60% | 2.85% |
| 113 | PEx Practioner | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 114 | Business Information Security Officer | National Grid USA Service Company | 1 | Mgt | Syracuse, NY | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 115 | Business Information Security Officer | National Grid USA Service Company | 1 | Mgt | Syracuse, NY | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 116 | Business Information Security Officer | National Grid USA Service Company | 1 | Mgt | Syracuse, NY | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 117 | US Cyber Security Engineer | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 118 | US Cyber Security Engineer | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 119 | NERC Vulnerability Analyst | National Grid USA Service Company | 1 | Mgt | Hicksville, NY | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 120 | IT/OT Security Architect | National Grid USA Service Company | 1 | Mgt | Brooklyn | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Line # | Title | Company | Qty | Wage Type | Work Location | Annual Labor Cost | Hourly Rate | O&M % | Estimated Hours | Percentage to Electric | Percentage to Gas |
| 121 | Incident Analyst | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 122 | Risk Analyst | National Grid USA Service Company | 1 | Mgt | Northboro, MA | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 123 | Risk Analyst | National Grid USA Service Company | 1 | Mgt | Northboro, MA | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 124 | Risk Analyst | National Grid USA Service Company | 1 | Mgt | Northboro, MA | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 125 | PMO | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 126 | Security Manager | National Grid USA Service Company | 1 | Mgt | Northboro, MA | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 127 | Test Analyst | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 128 | Test Analyst | National Grid USA Service Company | 1 | Mgt | Waltham | $59,684 | $28.69 | 100% | 2,080 | 6.60% | 2.85% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Line # | Title | Company | Qty | Wage Type | Work Location | Annual Labor Cost | Hourly Rate | O&M % | Estimated Hours | Percentage to Electric | Percentage to Gas |
| 129 | Security Policy Lead | National Grid USA Service Company | 1 | Mgt | Syracuse, NY | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 130 | Forensic Analysts [CSO] | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 131 | Forensic Analysts [CSO] | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 132 | Director Governance & Compliance | National Grid USA Service Company | 1 | Mgt | Waltham | $170,590 | $82.01 | 100% | 2,080 | 6.60% | 2.85% |
| 133 | Manager, Enterprise Security Architect | National Grid USA Service Company | 1 | Mgt | Waltham | $170,590 | $82.01 | 100% | 2,080 | 6.60% | 2.85% |
| 134 | Risk Analyst | National Grid USA Service Company | 1 | Mgt | Northboro, MA | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 135 | Test Analyst | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 136 | Forensic Analysts [CSO] | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Line # | Title | Company | Qty | Wage Type | Work Location | Annual Labor Cost | Hourly Rate | O&M % | Estimated Hours | Percentage to Electric | Percentage to Gas |
| 137 | Test Analyst | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 138 | Test Analyst | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 139 | SCC Operator | National Grid USA Service Company | 1 | Mgt | Northboro, MA | $59,684 | $28.69 | 100% | 2,080 | 6.60% | 2.85% |
| 140 | SCC Operator | National Grid USA Service Company | 1 | Mgt | Northboro, MA | $59,684 | $28.69 | 100% | 2,080 | 6.60% | 2.85% |
| 141 | Secuirty Officer 2 | National Grid USA Service Company | 1 | Union | Brooklyn | $59,684 | $28.69 | 100% | 2,080 | 6.60% | 2.85% |
| 142 | CNI Analyst | National Grid USA Service Company | 1 | Mgt | Northboro, MA | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 143 | CNI Analyst | National Grid USA Service Company | 1 | Mgt | Northboro, MA | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 144 | Lead Consultant | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 145 | Lead Consultant | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 146 | Solution Architect (Band D) | National Grid USA Service Company | 1 | Mgt | Hicksville, NY | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 147 | Project Manager (Band D) #2 | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 148 | Project Manager (Band D) #3 | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 149 | Project Manager (Band D) #5 | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 150 | Project Manager (Band D) #6 | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 151 | Project Manager (Band D) #7 | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 152 | Project Manager (Band D) #8 | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 153 | Project Manager (Band D) #9 | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 154 | Project Manager (Band D) #10 | National Grid USA Service Company | 1 | Mgt | Syracuse, NY | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 155 | Business Analyst (Band E) #1 | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 156 | Business Analyst (Band E) #2 | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 157 | Business Analyst (Band E) #4 | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 158 | Business Analyst (Band E) #5 | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Line # | Title | Company | Qty | Wage Type | Work Location | Annual Labor Cost | Hourly Rate | O&M % | Estimated Hours | Percentage to Electric | Percentage to Gas |
| 159 | Business Analyst (Band E) #7 | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 160 | Business Analyst (Band E) #8 | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 161 | Business Analyst (Band E) #9 | National Grid USA Service Company | 1 | Mgt | Waltham | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 162 | Solution Architect (Band D) #1 | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 163 | Solution Architect (Band D) #2 | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 164 | Solution Architect (Band D) #4 | National Grid USA Service Company | 1 | Mgt | Waltham | $124,741 | $59.97 | 100% | 2,080 | 6.60% | 2.85% |
| 165 | Communications Manager | National Grid USA Service Company | 1 | Mgt | Brooklyn | $88,136 | $42.37 | 100% | 2,080 | 6.60% | 2.85% |
| 166 | VP - Tower Lead | National Grid USA Service Company | 1 | Mgt | Waltham | $272,816 | $131.16 | 100% | 2,080 | 6.60% | 2.85% |
| 167 | VP - Tower Lead | National Grid USA Service Company | 1 | Mgt | Waltham | $272,816 | $131.16 | 100% | 2,080 | 6.60% | 2.85% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 168 | Director - Tower Lead | National Grid USA Service Company | 1 | Mgt | Waltham | $170,590 | $82.01 | 100% | 2,080 | 6.60% | 2.85% |
| 169 | Director - Tower Lead | National Grid USA Service Company | 1 | Mgt | Waltham | $170,590 | $82.01 | 100% | 2,080 | 6.60% | 2.85% |
| 170 | IS PEX Analyst | National Grid USA Service Company | 1 | Mgt | Waltham | $59,684 | $28.69 | 90% | 2,080 | 6.60% | 2.85% |
| 171 | CEI Consultant | National Grid USA Service Company | 1 | Mgt | North Kingstown, RI | $100,000 | $48.08 | 15% | 2,080 | 100% | 0% |
| 172 | CEI Consultant | National Grid USA Service Company | 1 | Mgt | North Kingstown, RI | $100,000 | $48.08 | 15% | 2,080 | 100% | 0% |
| 173 | CEI Analyst | National Grid USA Service Company | 1 | Mgt | Providence, RI | $80,000 | $38.46 | 50% | 2,080 | 100% | 0% |
| 174 | Marketing Analyst | Narragansett Electric Company | 1 | Mgt | TBD | $74,639 | $35.88 | 100% | 2,080 | 65% | 35% |
| 175 | Consumer Advocate | National Grid USA Service Company | 1 | Mgt | Providence, RI | $99,327 | $47.75 | 100% | 2,080 | 50% | 50% |
| 176 | Consumer Advocate | National Grid USA Service Company | 1 | Mgt | Providence, RI | $74,639 | $35.88 | 100% | 2,080 | 50% | 50% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Line # | Title | Company | Qty | Wage Type | Work Location | Annual Labor Cost | Hourly Rate | O&M % | Estimated Hours | Percentage to Electric | Percentage to Gas |
| 177 | Consumer Advocate | National Grid USA Service Company | 1 | Mgt | Providence, RI | $74,639 | $35.88 | 100% | 2,080 | 50% | 50% |
| 178 | Lead Engineer | National Grid USA Service Company | 1 | Mgt | Providence or Waltham | $115,000 | $55.29 | 40% | 2,080 | 100% | 0% |
| 179 | Lead Engineer | National Grid USA Service Company | 1 | Mgt | Providence or Waltham | $115,000 | $55.29 | 40% | 2,080 | 100% | 0% |
| 180 | Lead Engineer | National Grid USA Service Company | 1 | Mgt | Providence or Waltham | $115,000 | $55.29 | 40% | 2,080 | 100% | 0% |
| 181 | Lead Engineer | National Grid USA Service Company | 1 | Mgt | Providence | $115,000 | $55.29 | 40% | 2,080 | 100% | 0% |
| 182 | Lead Engineer | National Grid USA Service Company | 1 | Mgt | Providence | $115,000 | $55.29 | 40% | 2,080 | 100% | 0% |
| 183 | Senior Engineer | National Grid USA Service Company | 1 | Mgt | Waltham | $90,000 | $43.27 | 20% | 2,080 | 100% | 0% |
| 184 | GIS Coordinator | National Grid USA Service Company | 1 | Mgt | Waltham | $60,000 | $28.85 | 90% | 2,080 | 100% | 0% |
| 185 | Maps & Record Technician | National Grid USA Service Company | 1 | Union | Waltham | $69,418 | $33.37 | 90% | 2,080 | 100% | 0% |
| 186 | Maps and Records Tecnician | National Grid USA Service Company | 1 | Union | Waltham | $69,418 | $33.37 | 90% | 2,080 | 100% | 0% |
| 187 | Estimator | National Grid USA Service Company | 2 | Mgt | Waltham | $171,556 | $41.24 | 15% | 4,160 | 0% | 100% |
| 188 | Maps & Records Technician | National Grid USA Service Company | 2 | Mgt | Waltham | $163,738 | $39.36 | 5% | 4,160 | 0% | 100% |

| | DIV 3-7 a. & DIV 3-9 a. | DIV 3-7 d. & DIV 3-9 c. | | | DIV 3-9 d. | DIV 3-7 c & DIV 3-9 e. | DIV 3-9 e. | DIV 3-9 f. | DIV 3-9 g. | DIV 3-9 h. | DIV 3-9 h. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Line #** | **Title** | **Company** | **Qty** | **Wage Type** | **Work Location** | **Annual Labor Cost** | **Hourly Rate** | **O&M %** | **Estimated Hours** | **Percentage to Electric** | **Percentage to Gas** |
| 189 | Mapping Coordinator | National Grid USA Service Company | 2 | Mgt | Waltham | $143,558 | $34.51 | 5% | 4,160 | 0% | 100% |
| 190 | Work Coordinator | National Grid USA Service Company | 3 | Mgt | Providence, Rhode Island | $215,337 | $34.51 | 10% | 6,240 | 0% | 100% |
| 191 | Lead Project Manager | National Grid USA Service Company | 5 | Mgt | Waltham/Providence | $689,648 | $66.31 | 10% | 10,400 | 0% | 100% |
| 192 | Civil / Structural Eng | National Grid USA Service Company | 1 | Mgt | Waltham | $90,000 | $43.27 | 15% | 2,080 | 100% | 0% |
| 193 | Electrical Eng | National Grid USA Service Company | 1 | Mgt | Waltham | $90,000 | $43.27 | 15% | 2,080 | 100% | 0% |
| 194 | Senior Engineer | National Grid USA Service Company | 1 | Mgt | Waltham | $90,000 | $43.27 | 20% | 2,080 | 100% | 0% |
| 195 | Senior Engineer | National Grid USA Service Company | 1 | Mgt | Waltham | $90,000 | $43.27 | 20% | 2,080 | 100% | 0% |
| | | National Grid USA Service Company | **107** | | | | | | | | |
| | | Total | **204** | | | | | | | | |

Division 3-8

Request:

Referring to the testimony of Horan (p. 32 of 44) and the testimony of Little (p. 29 of 128), please reconcile and explain the difference between Horan's count of 87 new electric and gas workers, with the count of Little that states there will be 204 new hires (58 for electric, 39 for gas, and 107 for the Service company).

Response:

The pre-filed direct testimony of Timothy F. Horan, Page 32[1] refers to the number of incremental full-time equivalents (FTEs) for the Rate Year, Data Year 1, and Data Year 2. The pre-filed direct testimony of Company Witness Melissa A. Little, Page 29[2] refers to the number of incremental FTEs, retirees, and vacancies for the Rate Year only. A reconciliation of these two numbers is provided in Attachment DIV 3-8, Page 1.

[1] See Bates Page 34 of Book 1.
[2] See Bates Page 33 of Book 8.

Prepared by or under the supervision of: Melissa Little

**RIPUC Docket 4770**
**Reconcile Narragansett FTE's - DIV 3-8**
**per submitted Testimony**

| | T. Horan | | | | M. Little | | | |
|---|---|---|---|---|---|---|---|---|
| | RY 2019 | DY 1 | DY 2 | Total | RY 2019 | DY 1 | DY 2 | Total |
| **Total FTE's** | **68** | **9** | **10** | **87** | **204** | **-** | **-** | **204** |
| **Details below:** | | | | | | | | |
| **Gas** | | | | | | | | |
| - Incremental FTE's | 36 | 7 | 5 | 48 | 36 | - | - | 36 |
| - Retiree's | - | - | - | - | (6) | - | - | (6) |
| - Vacancies | - | - | - | - | 9 | - | - | 9 |
| **Total Gas** | **36** | **7** | **5** | **48** | **39** | **-** | **-** | **39** |
| **Electric** | | | | | | | | |
| - Incremental FTE's | 32 | 2 | 5 | 39 | 35 | - | - | 35 |
| - Retiree's | - | - | - | - | (3) | - | - | (3) |
| - Vacancies | - | - | - | - | 26 | - | - | 26 |
| **Total Electric** | **32** | **2** | **5** | **39** | **58** | **-** | **-** | **58** |
| **Service Co.** | | | | | | | | |
| - Incremental FTE's | - | - | - | - | 107 | - | - | 107 |
| - Retiree's | - | - | - | - | - | - | - | - |
| - Vacancies | - | - | - | - | - | - | - | - |
| **Total Service Co.** | **-** | **-** | **-** | **-** | **107** | **-** | **-** | **107** |

| **Comment** | | |
|---|---|---|
| **Electric** | Job title Distributed Design. Department Distributed Generation Solar. 3 FTE's - not included in Electric RY 2019 Incremental FTE's | Job title Distributed Design. Department Distributed Generation Solar. 3 FTE's - are included in Electric RY 2019 Incremental FTE's |

Division 3-9

Request:

Please provide a list of all 204 positions referenced in the testimony of Little (p. 29 of 128) in a sortable excel spreadsheet that includes the following information for each:

a. Title,
b. Concise job description,
c. Employer (i.e., Narragansett Electric Company or National Grid USA Service Co.),
d. The primary work location for the position,
e. The estimated annual labor cost in the rate year, including the total labor cost plus the estimated hourly billing rate,
f. The estimated split (if any) between O&M expense and hours charged to capital projects,
g. The number of hours estimated that will be worked during the rate year by the employee,
h. The percentage of hours identified in (g) above that are estimated to be billed annually to the gas and electric businesses of Narragansett Electric Company in Rhode Island, as opposed to other affiliates in the National Grid system.

Response:

Please see Attachment DIV 3-7 for the requested information.

Please note that, in compiling the response to this data request, the Company discovered that one position (CEI Marketing, Line 174 of the attachment) is not needed. This position has been removed from Attachment DIV 3-7 on Line 196. The Company will remove this position from the revenue requirement in the next submission.

Prepared by or under the supervision of: Melissa Little

Division 3-10

Request:

Referring to the testimony of Little (p. 32 of 128), please explain why the Company is proposing the Commission grant an allowance for a wage increase that is higher for non-union employees than union employees, and why the Company believes that is reasonable.

Response:

Wage increases for non-union employees are properly based on employment market data and reasonable consistency with the Company's financial plan. To attract qualified, capable non-union employees, National Grid must maintain compensation packages for non-union personnel that are competitive with other options available to those employees in the marketplace. National Grid continually monitors the marketplace to ensure that the compensation package is competitive. An annual review is conducted to review and analyze both salary structure and the level of annual merit increases to assure that these two components remain aligned with market offerings and fit within National Grid's financial plan. National Grid needs to keep pace with the market; otherwise, the Company will be at risk in terms of attracting and retaining the caliber of qualified employees needed to provide safe, reliable, and efficient utility service to customers.

Wage increases for union employees are a different matter because wage increases are determined as part of a comprehensive, negotiated arrangement put in place for a multi-year term. These arrangements encompass items beyond compensation matters (such as operational matters) so that there are tradeoffs embodied in the arrangement that preclude a direct comparison to non-union payroll increases.

Prepared by or under the supervision of: Maureen Heaphy

Division 3-11

Request:

Referring to the testimony of Isberg, p. 15 of 43, please quantify the annual benefits and cost savings from the Customer Affordability Program.

Response:

The benefits from the Customer Affordability Program are likely to accrue to customers (in particular, to income-eligible customers) in the form of improved service options and a lower cost of service over time than would otherwise exist (all else being equal). The expected customer benefits are anticipated to accrue in numerous forms, aligned with those areas that income-eligible customers and advocacy and support groups have identified as being of highest value to this customer segment.

These benefits are as follows:

- Increased customer awareness of, and access to, existing programs and services available to income-eligible customers. Demographic and census data suggest that as many as 100,000 households in Rhode Island have income levels that qualify for various forms of public assistance and that, if the customer of record or the principal wage earner is the recipient of the benefits provided by these programs, this would make the customer eligible for the Company's income-eligible rates. Despite this, the Company averaged only 34,060 electric accounts and 18,634 gas accounts enrolled in these rates during the twelve-month period from July 2016 to June 2017. With expanded investment in customer outreach and education, the Company believes that the potential exists to increase the number of customers enrolled in the Company's income-eligible electric and gas tariffs by as much as 25 percent over the next three years.

- Expanded local, in-person access to Company resources, services, and programs for income-eligible customers through expanded, field-based Consumer Advocate presence. With three incremental Consumer Advocates, the Company anticipates that it can increase the number of person-days per week spent interacting directly with income-eligible customers at field locations to at least 10, as compared to the current average of approximately two person-days per week during 2017.

- Increased "no cost" payment options through expansion of the Company's authorized Payment Center network. By socializing fees that are currently borne exclusively by customers utilizing the Company's contracted network of Western Union authorized payment centers, the Company can increase the number of unique locations within Rhode

Island where customers can make "no cost" payments by over 80 percent (i.e., from 78 to 141).

Prepared by or under the supervision of: John Isberg

Division 3-12

Request:

Referring to the testimony of Isberg, pp. 35-43, has the Company already made a legal commitment or obtained rights in the form of a lease or other occupancy rights with the Dunkin' Donuts Center for the Energy Innovation Hub? If so, please provide a copy of the lease or other legal right.

Response:

The Company has made a legally binding two-year commitment in the form of a space license agreement through June 30, 2019. A copy of the space license agreement is provided as Attachment DIV 3-12.

# SPACE LICENSE AGREEMENT

THIS SPACE LICENSE AGREEMENT is made as of the 4th day of January 2017, between the RHODE ISLAND CONVENTION CENTER AUTHORITY (the "**Authority**") and THE NARRAGANSETT ELECTRIC COMPANY d/b/a NATIONAL GRID (the "**Licensee**").

Whereas, Authority, a public corporation of the State of Rhode Island with an address of Third Floor – Administrative Offices, One LaSalle Square, Providence, Rhode Island 02903, is the owner of the Dunkin' Donuts Center located at One LaSalle Square in Providence, Rhode Island (the "**Center**"); and

Whereas, the Center is managed for the Authority by SMG, a Pennsylvania general partnership, pursuant to a management contract;

Whereas, Licensee, a Rhode Island corporation with an address of 280 Melrose Street , Providence, Rhode Island 02907 desires to use certain space at the Center; and

Whereas, Authority is willing to permit such use on the terms and conditions hereof;

NOW, THEREFORE, in consideration of the mutual benefit to be derived from this Agreement, the parties to this Agreement agree as follows:

1. **License**. Under the terms and conditions hereof, Authority hereby grants to Licensee a non-assignable right and license for Licensee to use and occupy approximately 1,000 square feet of space in the westerly portion of the first floor area of the Center, which space is depicted on Exhibit A attached hereto (the "**Space**"), together with the right in common with other users of the Center to use the common stairways, hallways, elevators, and third floor restrooms.

2. **Term**. The term of this Agreement (the "**Term**") shall be for a period of 28 months, beginning March 1, 2017, and expiring June 30, 2019, unless sooner terminated as provided for herein.

3. **License Fee**. Commencing July 1, 2017 Licensee shall pay a monthly fee of three thousand ($3,000) dollars per month for the use of the Space, payable in advance by the first of the month. For the move in period of March 1, 2017 through June 30, 2017 the monthly fee will be waived.

4. **Use**. The Space is to be used by Licensee for its so-called "Sustainability Hub" which Hub is to provide the public an opportunity to learn about environmental sustainability, renewable energy, and smart and energy efficient technologies for electricity and natural gas through the use of various tools and methods, including without limitation, interactive displays and exhibits. The Space may also be used as meeting and/or conference space for stakeholders and community groups. The Space is to be used for no other purpose without the prior written consent of Authority, which consent shall not be unreasonably withheld or conditioned.

5. **Access**. Authority will provide Licensee's staff with building credentials to enable it

to access the Space, which credentials will be limited to access to the first floor lobby and the third floor restrooms of the Center. Licensee's staff will only have access to and use of the Space when the public is entitled to such access as follows:

a) Regular hours of operation of the Center and access to and use of the Space by the public are Monday through Friday, 9:00 am through 5:00 pm on days that no events are being held at the Center.

b) On days where events are being held, hours of access to and use of the Space by the public may be extended to match the Center's hours for the event.

c) On weekends where no events are being held at the Center access to and use of the Space may be when the Center's Box Office is open.

However, access to and use of the Space may be available at other times with at least ten (10) days prior written notice to Authority and the prior written consent of Authority, which consent shall not be unreasonably withheld or conditioned.

6. **Utilities**. Authority will provide customary and normal lighting, heating, air conditioning, electricity, and water at no additional cost to Licensee. Licensee shall pay the cost of special lighting, electricity, its telephone, internet, cable, wi-fi or other utilities required for its purposes. In the event Authority is unable to furnish any of the foregoing services resulting from circumstances beyond the control of Authority, such failure shall not be considered a breach of this Agreement. Authority shall have the sole right to control and regulate the temperature of the Space and to operate and control the heat and/or air conditioning units, which temperatures shall be reasonably comfortable under the circumstances.

7. **Parking**. Licensee shall have the right for its staff (limited to two per day) to park in the adjacent lot to the Center, when available at no charge to the Licensee. On days the adjacent lot is closed, Licensee shall have the right for such staff to park in the Authority's so-called "Cardi Lot" at no charge to Licensee.

8. **Authority's Use**. Authority may use the Space up to six times per annum for a period of time not to exceed 8 hours each time. If Authority requires use of the Space for a period of time greater than 8 hours, Licensee shall be entitled to an abatement of rent of one day for each day or partial day Authority requires use of the Space. Authority shall give Licensee at least thirty days written notice of any such use. Upon the giving of each notice, Licensee and Authority shall audit the Space prior to and following Authority's use. Licensee shall then co-operate with Authority's removing or relocating items owned by Licensee in order to free up the Space. Authority shall bear the cost of removing, relocating, and moving back all such items, as well as the cost of repairing or replacing any item damaged by such actions.

9. **Promotion Agreement**. Contemporaneously with Licensee's execution of this Agreement it shall execute the Marketing Agreement with PSE, attached hereto as Exhibit B.

10. **Defacement of Property**. Licensee shall not cause or permit the Space to be defaced, injured, marred or damaged in any manner. Licensee shall not make any alterations of any kind to the Space or equipment therein without the express written approval of Authority,

which approval shall not be unreasonably withheld or conditioned. Licensee shall be responsible for any and all damage caused by Licensee's or its agents, employee's, contractors, invitees, attendees, patrons and guests use of the Space and shall return the Space to Authority in the same condition as when possession was received, reasonable wear and tear excepted, free of all of Licensee's property. Licensee agrees to cause the Space to be kept clean and cared for throughout the duration of this License. Licensee shall pay to Authority, on receipt of an invoice, the reasonable cost of any and all repairs required to be made to the Space and the Center or equipment located therein as a result of the use thereof by Licensee, its agents, employees, contractors, invitees, attendees, patrons and guests.

11. **Control of the Center**. In licensing the use of the Space to Licensee, the Authority does not relinquish the right to control the management thereof, and to enforce all the necessary and proper rules for the management and operation of the same; and the Authority, its agents and/or employees and the General Manager of the Center may enter the Premises, at any time and on any occasion, with at least 24 hours prior written notice to Licensee except in the event of an emergency in which case no prior notice is required but Authority shall notify Licensee of such emergency access as soon as reasonable and practicable under the circumstances. Authority reserving the right, through the General Manager and its representatives, to eject any objectionable person or persons from the Center, and upon the exercise of this reservation through the General Manager, agents or police officers, Licensee hereby waives any right and all claims for damages against Authority or SMG in connection with any such occurrence. The Authority shall be responsible for the operation, maintenance and repair of the Center and all public common areas and shall provide trash removal services for the Space at no additional cost to Licensee.

12. **Law Observance**. Licensee agrees that in using the Space, it shall comply with all the laws of the United States and the State of Rhode Island and all the Ordinances of the City of Providence and with all of the rules and regulations and conditions imposed by the Bureau of Licenses, the Police Department and Fire Department of the City of Providence, and of the rules of the Authority established for the management of the Center. If notice is given to Licensee of violation of any of the above laws, ordinances, rules or regulations, Licensee will immediately desist from and correct such violation.

13. **Responsibility for Property in Center**. Except as otherwise provided in Section 8 hereof, the Authority and SMG assume no responsibility whatever for any property placed in the Space by Licensee, and Authority and SMG are hereby expressly relieved and discharged from any and all liability for any loss, injury or damage to persons or property that may be sustained by reason of the Licensee's occupancy of the Space or any part thereof under this Agreement.

14. **Insurance/Indemnity**.

(a) *General Liability*. Licensee shall secure comprehensive general liability insurance issued by insurance companies authorized to do business in Rhode Island in the following amounts: One Million Dollars ($1,000,000) Combined Single Limit, Bodily Injury, and Property Damage for any one occurrence and Two Million Dollars ($2,000,000) per event. The policy or policies shall name the Rhode Island Convention Center Authority, SMG, Maine Hockey Partners L.P., and the State of Rhode Island, their employees, directors, officers, and agents as added and named insured. Such insurance shall cover any damage or injury to any and all persons or property connected with Licensee's use of the Space or common areas of the Center.

Licensee will provide Authority with evidence of insurance coverage acceptable to Authority. The Certificate of Insurance shall be submitted to the General Manager prior to commencement of the Term, and the policy shall provide that the same shall not be cancelled without ten (10) days' notice to Authority.

Each policy of liability insurance obtained and maintained by Licensee in accordance with this Section 14 must be endorsed to be primary of all other valid and collectable insurance of Licensee and Authority and the certificate and/or certificates of insurance to be furnished by Licensee to Authority pursuant to the provisions of this Section must certify that each policy of insurance has been endorsed to be primary of all other valid and collectable insurance of Licensee and Authority.

Licensee shall have the right to self-insure all or part of the coverages required hereunder.

(b) *Worker's Compensation*. Licensee shall secure, issued by insurance companies authorized to do business in Rhode Island, Worker's Compensation and Employer's Liability insurance and all other insurance coverage of a similar character applicable for or relating to the employment of the Licensee staff working at the Space. Licensee will provide Authority with evidence of insurance coverage acceptable to Authority. The Certificate of Insurance shall be submitted to the General Manager prior to the commencement of the Term, and the policy shall provide that the same shall not be cancelled without ten (10) days' notice to Authority.

(c) *Indemnity*. Licensee agrees to conduct its activities in the Space so as not to endanger any person lawfully therein and in the Center, and to indemnify and save harmless the Rhode Island Convention Center Authority, SMG, the State of Rhode Island, and their respective directors, officers, agents and employees against any and all claims for loss, injury or damage to persons or property, including claims of employees, arising out of the activities conducted by Licensee, its agents, employees or any participants in the activities conducted by Licensee in and at the Space, provided however, Licensee shall not be responsible for indemnifying Authority against any and all claims for losses, injury, or damage to persons or property arising out of the acts or omissions of Authority, its agents, servants, employees or authorized representatives.

(d) *Landlord's Insurance*. The Authority shall insure the Center, including without limitation the Space, with commercial general liability insurance as presently insured.

15. **Force Majeure.** If the Space or any part of the Center is destroyed or damaged by fire or any other cause, or if in the opinion of Authority any other casualty or unforeseen occurrence renders the Space or Center unsafe or impracticable to use, including, without limitation, acts of God, fires, floods, epidemics, quarantine restrictions, terrorist acts, strikes, labor disputes, failure of public utilities, requisition of the Center under the authority of federal, state or city government, or unusually severe weather, then this Agreement shall be suspended during such condition and Licensee shall be entitled to a just abatement of rent during any such period. Licensee hereby waives any claims for damages or compensation on account of such termination from the Authority.

16. **Default**.

(a) *Event of Default*. An Event of Default by Licensee shall be deemed to have occurred hereunder if:

(i) Licensee fails to make any payment required to be made by it to Authority under this Agreement on the date when such payment is due and payable and any such default continues for a period of thirty (30) days after Licensee receives written notice thereof from the Authority;

(ii) Licensee fails to comply with the insurance provisions of Sections 14(a) and 14(b) above and such failure continues for a period of thirty (30) days after Licensee receives written notice thereof from the Authority;

(iii) Licensee fails in any material respect to observe or perform any other covenant, condition or agreement in this Agreement on the part of Licensee to be observed or performed, or any rules and regulations promulgated by Authority applicable to all users of the Center of which Licensee has received written notice of, for a period of thirty (30) days after written notice, specifying such failure and requesting that it be remedied, given to Licensee by Authority, unless Authority shall agree in writing to an extension of such time prior to its expiration (or in the case of any such default which is not curable under this Agreement or otherwise, or which cannot, with due diligence, be cured within such thirty (30) day period, if Licensee shall fail to proceed promptly to commence to cure the same and thereafter prosecute the curing of such default with due diligence), it being intended in connection with such a default not susceptible of being cured with due diligence within the thirty (30) days that the time within which Licensee is to cure the same shall be extended to such period as may be necessary to complete the curing of the same with all due diligence; or

(iv) Notwithstanding 16(a)(iii) above, if the breach by Licensee of such other covenant, condition or agreement is such that it threatens the health, welfare, or safety of any person or property, then Authority may, in its sole discretion, require that such breach be cured in less than thirty (30) days or immediately.

(b) *Authority's Right to Terminate*. Upon the occurrence of any Event of Default by Licensee under this Section 16, Authority shall have the right to give Licensee at least ten (10) days written notice of its intention to terminate this Agreement and all rights of Licensee hereunder on the date therein specified, and upon the effective date of such termination specified in such notice (unless such Event of Default by Licensee has theretofore been cured by Licensee, if such event is curable under this Agreement), the Term shall end as fully and completely as if that were the date herein fixed for the expiration of the Term, and Licensee shall then relinquish its license to use the Space, forthwith vacate same, and any unpaid monies which Licensee shall then owe Authority shall immediately become due and payable and Licensee shall be liable as hereinafter provided in this Section.

(c) *Authority's Rights*. In the event of termination because of an Event of Default by the Licensee, Authority may, without further notice, enter the Space with or without legal process and remove all persons and property therefrom, and Licensee hereby waives any notice provided by law or otherwise to be given in connection therewith. Any and all property belonging to the Licensee or to anyone claiming by, through, or under Licensee which may be found in the Space by Authority upon such entry may be handled, removed, or stored by Authority at the expense of Licensee, and Authority shall not be responsible for the preservation or the safekeeping thereof. Licensee shall pay to Authority, upon demand, any and all expenses incurred in such removal

and all storage charges against such property so long as the same shall be in Authority's possession or under Authority's control. Should an Event of Default by Licensee occur under this Agreement or in the event of termination of this Agreement because of such Event of Default by Licensee, Authority shall be entitled to recover from Licensee any and all damages (except consequential or punitive damages) sustained to Authority as a result of Licensee's default.

In the event any legal action or other proceeding is brought by Authority for the enforcement of this Agreement, or to protect the interests of Authority or because of an alleged dispute, breach or default in connection with this Agreement, Authority shall be entitled to recover reasonable attorneys' fees and other costs in connection with such action or procedure, in addition to any other relief to which the Authority may be entitled.

17. **Miscellaneous**.

(a) *Waiver*. Failure of Authority to insist upon strict and prompt performance of the covenants and agreements hereunder, or any of them and the acceptance of such performance thereafter, shall not constitute or be construed as a waiver or relinquishment of Authority's right thereafter to enforce the same strictly according to the tenor thereof in the event of a continuous or subsequent default on the part of Licensee.

(b) *Labor Agreement*. Licensee will comply with the provisions of all agreements with any labor organizations to which SMG is a party to the extent that such agreements impose labor relations obligations upon SMG with respect to the utilization of labor and provided notice thereof is provided to Licensee.

(c) *Notices*. All notices given under or pursuant to this Agreement shall be in writing, addressed to a party at its respective address set forth below and delivered in person, by first class mail, postage prepaid, by facsimile copy to the facsimile number shown below with a duplicate copy sent by first class mail, or by overnight delivery service that provides confirmation of delivery. The Notices will be deemed to have been given on the commencement of the second full day after the date of mailing or, if delivered in person or by overnight delivery service, on the date of delivery. Any change in an address may be changed by the delivery of a notice in compliance with this Section.

If to Authority: James P. McCarvill, Executive Director
Rhode Island Convention Center Authority
One LaSalle Square
Providence, RI 02903
Fax: 401.421.8510

With a copy to: Lawrence Lepore, General Manager
Dunkin' Donuts Center
One LaSalle Square
Providence, RI 02903
Fax: 401.621.5987

If to Licensee: Brian J. Cronin
Director, Marketing & Communications
New Energy Solutions

National Grid
40 Sylvan Road
Waltham, MA 02451
Email: brian.cronin@nationalgrid.com

With a copy to: Brian J. Mulcahy
Assistant General Counsel and Director, Real Estate
National Grid
40 Sylvan Road
Waltham, MA 02451
Fax: 781.296.8091
Email: brian.mulcahy@nationalgrid.com

(d) *Severability*. The invalidity or unenforceability of any particular provision of this Agreement shall not affect the other provisions hereof, and this Agreement shall be construed in all respects as if such invalid or unenforceable provisions were omitted.

(e) *Merger, Entire Agreement*. This Agreement is the entire agreement between the parties relating to its subject matter, and supersedes all prior agreements, proposals, representations and commitments, oral or otherwise. This Agreement may only be amended by an instrument signed by the authorized representatives of both parties.

[Intentionally left blank]

(f) *Access to Public Records*. This Agreement, or portions thereof, may be subject to public disclosure pursuant to Rhode Island's Access to Public Records Act, Chapter 2 of Title 38 of the Rhode Island General Laws.

EXECUTED the day and year first written above.

RHODE ISLAND CONVENTION CENTER AUTHORITY

By _____
Print Name: Jim McCarroll
Its Executive Director

THE NARRAGANSETT ELECTRIC COMPANY d/b/a NATIONAL GRID

By _____
Print Name: Brian Cronin
Its Director of Marketing & Com

Division 3-13

Request:

How many customers does the Company estimate will visit the Energy Innovation Hub during each year? Please provide an explanation for the basis of any estimates.

Response:

The Company has developed an initial list of over 300 organizations in Rhode Island that will be contacted and invited to visit the Energy Innovation Hub. The list of organizations includes the following categories:

- Federal government agencies and organizations;
- State government agencies and organizations;
- Local municipalities;
- Community Action Programs (CAPs);
- Commercial and industrial businesses;
- Business associations;
- Environmental advocacy organizations;
- Higher education institutes;
- K-12 schools;
- Educational programs and afterschool care (including private and parochial schools and homeschool organizations); and
- Youth Groups.

The Company will strive to schedule several groups to visit the Energy Innovation Hub per week as well as welcome walk-in customers. In addition, the Company will leverage relationships with organizations to host events at the Hub as a means for cross-promoting services to customers including "Income Eligible Days."

The estimated number of customers that the Company anticipates may visit the Energy Innovation Hub in the first year is 4,600. This number is derived as follows:

| **Category** | **Estimate** |
|---|---|
| Walk-in Customers | 12 mo * avg 150 customers/mo = **1,800/yr** |
| Schools | 20 buses/yr * 20 students/bus = **400/yr** |
| Income Eligible Days (CAPs) | 12 events * 50 customers = **600/yr** |
| Scheduled Visits | 12 mo * 10 groups/mo * 15 people/group = **1,800/yr** |
| **ESTIMATED TOTAL** | **4,600/yr** |

Prepared by or under the supervision of: John Isberg

Division 3-14

Request:

Has the Company attempted to quantify the benefits to ratepayers for funding the Energy Innovation Hub at an annual cost of $500,000 per year? If so, please provide the quantification. If not, why not?

Response:

The Company has designed the Energy Innovation Hub to serve as a platform to provide an engaging way to educate customers about the energy programs offered in Rhode Island. The Energy Innovation Hub is intended to encourage customers to take action in the following ways.

- Sign up for their residential or commercial energy assessment
- Sign up for ConnectedSolutions (a demand response program)
- Purchase high-efficiency heating and/or cooling equipment
- Purchase high-efficiency appliances
- Learn about the existing electric vehicle charging station infrastructure in RI
- Encourage their town to become more energy efficient

There is no existing data for the Company to quantify these benefits.

Prepared by or under the supervision of: John Isberg

Division 3-15

Request:

Does the Company anticipate that it will obtain any corporate branding benefits from the Energy Innovation Hub? If so, please explain the benefits. If not, please explain why not?

Response:

There is the unavoidable potential that a "corporate branding" benefit will occur as a result of increased customer satisfaction caused by participation in the services offered by the Energy Innovation Hub. Increased customer satisfaction would be the expected benefit of providing customers with a better understanding of, and participation in, the energy-related programs offered in Rhode Island as well as the direct conversations with Hub staff. Customers will learn about energy programs including energy efficiency, demand response, renewable energy, and electric vehicles. Where there is increased customer satisfaction, there is inevitably the potential for a positive corporate-branding impact because these two outcomes are inextricably linked.

Therefore, similar to other owned, leased, or sponsored events and assets (such as the Community Assistance Vehicle, WaterFire, and Roger Williams Zoo) where customers can engage directly with National Grid employees to learn more about their energy usage and potentially engage in energy-related programs, customer engagement through the Energy Innovation Hub may benefit the Company's brand but will only have that impact where the Company has successfully fostered customer satisfaction as a first result.

Prepared by or under the supervision of: John Isberg

Division 3-16

Request:

Please provide a sortable excel spreadsheet listing all National Grid USA Service Company employees (by title) who charged $10,000 or more of their time during the test year to the Narragansett Electric gas and/or electric businesses. In the list, please provide the following:

a. Title,
b. Concise description of job,
c. Union or Non-union status,
d. Band level,
e. Primary job location,
f. Number of hours worked by the Service Company employee during the test year,
g. Total amount of hours charged to Narragansett Electric electric business during the test year,
h. Total amount of hours charged to Narragansett Electric gas business during the test year,
i. Total dollar amount charged to the Narragansett Electric electric business during the test year,
j. Total dollar amount charged to the Narragansett Electric gas business during the test year,
k. Total dollar amount (if any) charged for Storm Restoration that was eligible for inclusion in the Storm Fund,
l. Total dollar amount (if any) charged to energy efficiency programs included for recovery through the energy efficiency fund. Please distinguish between the gas and electric energy efficiency programs.

NOTE: At this time, this request is not asking for the Company to identify any employees by name.

Response:

For part a. through j., please see Attachment DIV 3-16-1 for National Grid USA Service Company, Inc. employees who charged $10,000 or more of their time during the Test Year to Narragansett Electric and/or Narragansett Gas. The tick marks above each column corresponds to the bullet to which it is responding.

For part k., please see Attachment DIV 3-16-2 for National Grid USA Service Company, Inc. employees, who charged for storm restoration that was eligible for inclusion in Narragansett Electric's Storm Contingency Fund.

Prepared by or under the supervision of: Melissa Little

For part l., please see Attachment DIV 3-16-3 for National Grid USA Service Company, Inc. employees who charged to energy efficiency programs included for recovery through the energy efficiency fund.

Please note salary data does not include variable pay and/or benefits.

Prepared by or under the supervision of: Melissa Little

| | A | B | C | E | D | F | H | J | G | I |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Total | GAS | | ELECTRIC | |
| ID Number | Title | Job Description | Union/Non-Union | Primary Job Location | Band | Time Charged | Hours | $ Amount | Hours | $ Amount |
| 1 | 1/Class Relay Technician | Prot Ops NE South Provide | MGMT | Providence Melrose St | E | 2,273.50 | - | - | 1,464.50 | 11,845.10 |
| 2 | Acting Director | Global CNI | MGMT | Northboro - NGSrvCo | D | 2,088.00 | 7.44 | 462.04 | 285.10 | 13,480.91 |
| 3 | Acting General Counsel | Energy Procurement | MGMT | Reservoir Woods | C | 1,870.00 | - | - | 266.69 | 19,299.14 |
| 4 | Analyst | Acct Maint & Oper Northboro | MGMT | Northboro - NGSrvCo | E | 2,097.50 | 219.28 | 7,058.88 | 404.48 | 11,350.77 |
| 5 | Analyst | Cust Sat & Reg Compliance A | MGMT | Lincoln Service Co | E | 2,090.00 | 494.05 | 16,132.58 | 908.21 | 25,261.58 |
| 6 | Analyst | Digital Channel Performance | MGMT | Reservoir Woods | E | 2,088.00 | 246.10 | 8,073.38 | 320.64 | 10,149.45 |
| 7 | Analyst | MA Strategic Communications 1 | MGMT | Reservoir Woods | E | 2,091.00 | 269.90 | 9,999.04 | 626.42 | 20,713.56 |
| 8 | Analyst | IS GMS | MGMT | Northboro \ NGSrvCo | E | 2,097.00 | 340.17 | 10,981.82 | - | 3,132.26 |
| 9 | Analyst | Customer Solutions | MGMT | Reservoir Woods | E | 2,097.00 | - | - | 1,809.00 | 45,480.00 |
| 10 | Analyst | Program Strategy A | MGMT | Reservoir Woods | E | 2,088.00 | 446.10 | 14,903.44 | 1,331.90 | 36,559.57 |
| 11 | Analyst | MA Financial Performance and Reporting B | MGMT | Reservoir Woods | E | 2,088.00 | 383.88 | 12,150.99 | - | 3,224.17 |
| 12 | Analyst | Controller - RI | MGMT | MetroTech Center | E | 2,099.00 | - | - | 1,628.20 | 44,576.87 |
| 13 | Analyst | MA Financial Performance and Reporting | MGMT | Reservoir Woods | E | 2,088.00 | 395.57 | 13,099.50 | - | 3,016.16 |
| 14 | Analyst | Controller - RI | MGMT | MetroTech Center | E | 2,088.00 | 23.52 | 946.58 | 1,056.48 | 22,134.89 |
| 15 | Analyst | RI & NES Plan Budgeting and Perf | MGMT | Reservoir Woods | E | 2,088.00 | 573.27 | 19,328.38 | 1,270.73 | 37,841.11 |
| 16 | Assoc Analyst | New England Pricing Two | MGMT | Reservoir Woods | F | 2,088.00 | 542.71 | 16,217.06 | 14.90 | 1,874.97 |
| 17 | Assoc Engineer | Customer Connections | MGMT | Reservoir Woods | F | 2,048.00 | 1,251.00 | 25,383.60 | - | 6,692.04 |
| 18 | Assoc Engineer-Entry | Control & Integration NE | MGMT | Reservoir Woods | F | 2,093.00 | - | - | 248.78 | 13,731.04 |
| 19 | Assoc Engineer-Entry | Control & Integration NE | MGMT | Reservoir Woods | F | 1,280.00 | - | - | 237.52 | 17,925.82 |
| 20 | Assoc Engineer-Entry | Telecom Engineering | MGMT | Reservoir Woods | F | 2,090.00 | - | - | 145.07 | 12,650.04 |
| 21 | Assoc Engineer-Entry | Meter Operations DNY | MGMT | Wilmington | F | 2,247.50 | 401.17 | 13,977.25 | - | 3,712.45 |
| 22 | Assoc Engineer-Entry | Lab & Testing Gas DNY NE | MGMT | Wilmington | F | 1,680.00 | 303.17 | 10,545.29 | - | 3,678.40 |
| 23 | Assoc Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | F | 2,524.50 | 72.00 | 1,190.16 | 465.82 | 10,758.24 |
| 24 | Assoc Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | F | 2,333.50 | - | - | 393.35 | 11,172.34 |
| 25 | Assoc Sales Representative | Sales Processing A | MGMT | Providence Melrose St | F | 2,088.00 | - | - | 966.00 | 19,404.20 |
| 26 | Assoc Supv Non Operations | Acct Maint & Oper Northboro Supv 3 | MGMT | Northboro - NGSrvCo | F | 2,095.00 | 219.31 | 6,295.45 | 402.75 | 10,396.77 |
| 27 | Assoc Supv Non Operations | Contact Center Northboro D5 | MGMT | Northboro - NGSrvCo | F | 2,168.50 | 230.48 | 6,661.37 | 440.63 | 11,090.63 |
| 28 | Assoc Supv Operations | Corrosion Control RI - 1 | MGMT | NE Gas Dexter | F | 2,177.00 | 1,915.30 | 32,805.28 | - | 9,198.65 |
| 29 | Assoc Supv Operations | Contact Center Northboro D4 | MGMT | Northboro - NGSrvCo | F | 2,203.00 | 221.31 | 6,477.03 | 428.67 | 10,739.63 |
| 30 | Assoc Tech Support Consultant | Technical Sales & Engineering Support NE | MGMT | North Kingstown | F | 2,088.00 | (0.69) | (22.07) | 1,733.72 | 31,006.14 |
| 31 | Asst General Counsel | AGC Commercial | MGMT | Hicksville | C | 2,088.81 | 47.17 | 4,706.68 | 153.18 | 11,909.18 |
| 32 | Call Center Team Lead | Contact Center Northboro D6 | Union | Northboro - NGSrvCo | Union | 2,252.42 | 220.73 | 6,900.25 | 421.32 | 11,195.60 |
| 33 | Call Center Team Lead | Contact Center Northboro D6 | Union | Northboro - NGSrvCo | Union | 2,580.50 | 253.18 | 8,585.61 | 498.39 | 14,923.81 |
| 34 | Call Center Team Lead | Contact Center Northboro D6 | Union | Northboro - NGSrvCo | Union | 2,458.00 | 245.70 | 8,259.98 | 475.20 | 14,140.97 |
| 35 | Call Center Team Lead | Contact Center Northboro D2 | Union | Northboro - NGSrvCo | Union | 2,412.08 | 245.60 | 7,528.28 | 471.76 | 12,520.88 |
| 36 | Chief Financial Officer | US Financial Services A | MGMT | MetroTech Center | A | 2,087.50 | 43.98 | 7,847.10 | 106.97 | 16,730.86 |
| 37 | Chief Information Officer | Chief Information Officer | MGMT | Reservoir Woods | A | 2,088.00 | 22.60 | 4,559.62 | 55.14 | 10,123.27 |
| 38 | Claims Representative | Claim Ops and DNY | MGMT | Reservoir Woods | E | 2,333.33 | 201.47 | 6,810.96 | 424.01 | 11,616.45 |
| 39 | Commercial Account Representative | Contact Center Northboro D2 | Union | Northboro - NGSrvCo | Union | 2,178.50 | 208.01 | 6,044.96 | 393.61 | 10,278.54 |
| 40 | Commercial Account Representative | Contact Center Northboro D6 | Union | Northboro - NGSrvCo | Union | 2,276.00 | 239.81 | 7,004.05 | 462.24 | 11,741.38 |
| 41 | Commercial Account Representative | Contact Center Northboro D2 | Union | Northboro - NGSrvCo | Union | 2,308.00 | 250.50 | 7,457.87 | 480.33 | 12,527.22 |
| 42 | Coordinator | Community & Customer Mgmt A | MGMT | Providence Melrose St | E | 2,104.50 | 518.50 | 16,310.47 | 1,117.00 | 31,551.63 |
| 43 | Coordinator | Work Coord NE Gas | MGMT | Reservoir Woods | E | 1,160.00 | 752.00 | 13,205.12 | - | 9,131.20 |
| 44 | Dir Accounting | Revenue & Cash Accounting | MGMT | MetroTech Center | C | 2,088.00 | 22.44 | 1,735.95 | 208.27 | 13,770.83 |
| 45 | Dir Adv Data Analytics | Advanced Data & Analytics | MGMT | Hicksville | C | 2,088.00 | 61.87 | 6,014.21 | 116.40 | 10,043.87 |
| 46 | Dir Asst General Counsel | AGC&D RI NH Reg | MGMT | Reservoir Woods | C | 2,281.50 | 424.06 | 42,006.97 | 1,463.82 | 113,487.54 |
| 47 | Dir Asst General Counsel | AGC Commercial | MGMT | Reservoir Woods | C | 2,183.50 | 43.32 | 3,961.71 | 165.50 | 12,746.71 |
| 48 | Dir Billing Operations | Billing Operations Direct | MGMT | Syracuse - NGSrvCo | C | 2,334.50 | 74.68 | 5,594.27 | 163.58 | 10,673.32 |
| 49 | Dir Bus Process Adv Analytics | Bus Process Advanced Analystics | MGMT | Reservoir Woods | C | 2,088.00 | 70.05 | 6,196.14 | 132.46 | 10,394.02 |
| 50 | Dir Climate Change & Compl | Climate Change Compliance | MGMT | MetroTech Center | C | 2,088.00 | 168.42 | 10,853.04 | - | 3,397.86 |
| 51 | Dir Contact Center Perf | Performance Planning & Management | MGMT | MetroTech Center | C | 2,088.00 | 67.48 | 5,145.98 | 150.60 | 10,151.64 |
| 52 | Dir Control Center - Distr | Control Central NE | MGMT | Northboro - NGSrvCo | C | 2,100.00 | - | - | 243.83 | 12,488.75 |
| 53 | Dir Cust Trans Systems | Project Management Office | MGMT | Hicksville | C | 2,088.00 | 4.95 | 369.14 | 252.06 | 13,215.05 |
| 54 | Dir Customer Assurance | Customer Assurance | MGMT | Hicksville | C | 2,088.55 | 80.60 | 5,412.03 | 198.74 | 11,111.27 |

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| | | | | | | Total | GAS | | ELECTRIC | |
| ID Number | Title | Job Description | Union/Non-Union | Primary Job Location | Band | Time Charged | Hours | $ Amount | Hours | $ Amount |
| 55 | Dir Customer Contact Center | Contact Center Northboro A | MGMT | Northboro - NGSrvCo | C | 2,118.00 | 162.82 | 12,765.02 | 308.44 | 21,143.50 |
| 56 | Dir Customer Contact Center | Customer Fulfillment | MGMT | Reservoir Woods | C | 2,088.00 | 22.33 | 1,737.78 | 214.89 | 13,603.98 |
| 57 | Dir Customer Meter Service | CMS Dispatch | MGMT | Reservoir Woods | C | 2,088.00 | 18.80 | 1,399.59 | 620.08 | 34,587.61 |
| 58 | Dir Customer Meter Service | CMS MA S & W | MGMT | Reservoir Woods | C | 2,088.00 | 379.00 | 11,862.49 | 53.00 | 4,341.47 |
| 59 | Dir Customer Meter Service | CMS NE South and West | MGMT | Providence Melrose St | C | 2,088.91 | 450.73 | 23,369.27 | 264.30 | 19,986.58 |
| 60 | Dir Dist Eng - Gas | Gas Dist Engineering | MGMT | Hub Drive | C | 2,315.83 | 211.80 | 15,492.00 | - | 4,475.15 |
| 61 | Dir Empl Services | Employee Services | MGMT | Syracuse - NGSrvCo | C | 2,379.45 | 60.21 | 4,649.30 | 146.24 | 10,048.14 |
| 62 | Dir Energy Procurement | Wholesale Gas Supply | MGMT | 100 Old Cntry Rd Hicks | C | 2,088.00 | 130.38 | 10,614.63 | - | 2,731.81 |
| 63 | Dir Energy Products Marketing | Energy Products Marketing | MGMT | MetroTech Center | C | 2,088.00 | 81.73 | 6,855.19 | 224.69 | 15,466.20 |
| 64 | Dir Fin Business Partnering | RI & NES Plan Budgeting and Performance | MGMT | Reservoir Woods | C | 2,088.00 | 500.95 | 34,842.18 | 1,130.48 | 66,639.61 |
| 65 | Dir Fin Business Partnering | Finance BP - IS | MGMT | Reservoir Woods | C | 2,512.75 | 62.82 | 4,913.90 | 156.96 | 10,402.64 |
| 66 | Dir Finance Claims | Claims Group Svc Co | MGMT | Reservoir Woods | C | 2,104.00 | 280.00 | 17,575.04 | 288.00 | 18,086.08 |
| 67 | Dir Finance Projs | Finance Technology Enablement | MGMT | Reservoir Woods | C | 2,991.50 | 72.38 | 4,937.79 | 179.20 | 10,436.09 |
| 68 | Dir Finance Tax | Indirect Tax A | MGMT | MetroTech Center | C | 2,109.50 | 54.40 | 4,852.46 | 135.75 | 10,315.65 |
| 69 | Dir Finance Tax & Reporting | US Tax G | MGMT | MetroTech Center | C | 2,088.00 | 49.14 | 5,485.81 | 124.14 | 11,462.86 |
| 70 | Dir Financial Controls | Performance & Strategy Massachusetts | MGMT | Reservoir Woods | C | 2,105.00 | 513.18 | 34,348.51 | 27.93 | 11,005.62 |
| 71 | Dir ISO | Reg Strategy & Int Analyst C | MGMT | Reservoir Woods | C | 2,088.00 | - | - | 375.99 | 19,151.40 |
| 72 | Dir ISO | Reg Strategy & Int Analyst D | MGMT | Hicksville | C | 2,088.00 | - | - | 528.00 | 40,361.22 |
| 73 | Dir IT ENT Service Delivery | Enterprise Service Delivery US | MGMT | Reservoir Woods | C | 2,088.00 | 54.01 | 5,281.14 | 134.89 | 11,161.98 |
| 74 | Dir Labor & Empl Relations | Labor & Emp Relations - NE | MGMT | Reservoir Woods | C | 2,120.00 | 387.40 | 28,808.12 | - | 12,579.31 |
| 75 | Dir LNG Plant | LNG RI | MGMT | Providence Melrose St | C | 2,196.65 | 774.48 | 15,370.67 | - | 4,704.70 |
| 76 | Dir Ops - Gas | Field Ops South NE Gas Director | MGMT | NE Gas Dexter | C | 2,157.46 | 132.53 | 10,094.68 | 295.11 | 19,228.11 |
| 77 | Dir Ops - Gas | I&R NE | MGMT | Braintree | C | 2,419.52 | 593.30 | 18,789.55 | - | 6,542.94 |
| 78 | Dir Performance | E2E Projects Gas | MGMT | Syracuse - NGSrvCo | C | 2,088.00 | 166.60 | 11,946.19 | - | 3,780.19 |
| 79 | Dir Performance | PEX Performance Gas | MGMT | MetroTech Center | C | 2,088.00 | 166.25 | 11,923.40 | - | 3,635.28 |
| 80 | Dir Performance & Strategy | Community & Customer Mgmt A | MGMT | Providence Melrose St | C | 2,122.00 | 555.35 | 44,808.99 | 1,226.65 | 85,129.47 |
| 81 | Dir Performance & Strategy | Performance and Strategy RI | MGMT | Providence Melrose St | C | 2,088.00 | 571.92 | 42,932.39 | 1,268.08 | 81,492.33 |
| 82 | Dir Pricing | New England Pricing | MGMT | Reservoir Woods | C | 2,512.00 | 111.41 | 8,759.08 | 352.33 | 24,442.73 |
| 83 | Dir Process & Performance | Process and Perform US CPP | MGMT | Syracuse - NGSrvCo | C | 2,622.00 | 66.13 | 5,193.58 | 165.06 | 11,186.47 |
| 84 | Dir Process & Performance | Plan Dispatch Sched Report and Mobility | MGMT | Reservoir Woods | C | 2,482.00 | 143.87 | 11,713.34 | 3.18 | 3,272.71 |
| 85 | Dir Process & Performance | Deliver Maintain Gas | MGMT | Hicksville | C | 2,088.00 | 160.44 | 12,579.60 | - | 3,573.16 |
| 86 | Dir Process & Performance | Workforce Management | MGMT | Reservoir Woods | C | 2,088.00 | 124.18 | 10,953.22 | - | 2,811.17 |
| 87 | Dir Procurement | US Subst & OHL Procuremen | MGMT | Reservoir Woods | C | 2,471.03 | 58.94 | 4,905.67 | 145.10 | 10,228.07 |
| 88 | Dir Procurement | Core Products Procurement | MGMT | Reservoir Woods | C | 2,439.83 | 60.85 | 4,966.18 | 150.27 | 10,410.81 |
| 89 | Dir Program Strategy | Program Strategy Policy & Evaluation RI | MGMT | Reservoir Woods | C | 2,088.00 | 434.30 | 28,885.07 | 1,302.58 | 70,232.43 |
| 90 | Dir Program Strategy | Program Strategy Policy & Evaluation MA | MGMT | Reservoir Woods | C | 2,088.00 | 95.50 | 5,911.21 | 412.90 | 25,392.05 |
| 91 | Dir Proj Design & Eng | Projects Eng & Design NE | MGMT | Reservoir Woods | C | 2,206.50 | 486.47 | 18,240.27 | - | 2,178.07 |
| 92 | Dir PTO | PTO and Substation New England | MGMT | Providence Melrose St | C | 2,088.00 | 168.00 | 2,522.88 | 266.50 | 14,431.72 |
| 93 | Dir Reg Strategy | Retail Regulatory Strategy | MGMT | Reservoir Woods | C | 2,088.00 | 9.29 | 667.78 | 522.82 | 30,034.75 |
| 94 | Dir Reg Strategy | Retail Regulatory Strategy | MGMT | Reservoir Woods | C | 2,088.00 | 30.45 | 2,140.51 | 484.25 | 25,250.53 |
| 95 | Dir Regulatory Affairs | New England Revenue Requirements | MGMT | Reservoir Woods | C | 2,088.00 | 146.84 | 10,002.92 | 319.72 | 18,817.45 |
| 96 | Dir Revenue Requirements | New England Revenue Requirements ONE | MGMT | Reservoir Woods | C | 2,088.00 | 176.52 | 14,322.48 | 322.60 | 19,459.85 |
| 97 | Dir Safety Mgt | SHE Safety NE and NY | MGMT | Reservoir Woods | C | 2,088.00 | 215.68 | 15,069.19 | 199.36 | 14,047.17 |
| 98 | Dir Sales | Commercial Sales | MGMT | Providence Melrose St | C | 2,088.00 | 528.00 | 33,187.23 | 17.50 | 8,512.67 |
| 99 | Dir Sales Proj Mgt | Technical Sales & Engineering Support | MGMT | North Andover | C | 2,099.00 | 0.26 | 18.03 | 212.90 | 10,661.49 |
| 100 | Dir Strategic Communication | MA Strategic Communications 1 | MGMT | Reservoir Woods | C | 2,088.00 | 91.79 | 5,810.73 | 560.81 | 23,829.01 |
| 101 | Dir Tech Implementation | Solution Development & Delivery | MGMT | Melville District Office | C | 2,528.00 | 146.76 | 11,184.42 | - | 2,943.96 |
| 102 | Dir Trans Eng - Gas | Gas Trans Engineering | MGMT | Hub Drive | C | 2,088.00 | 172.58 | 14,419.71 | - | 4,218.30 |
| 103 | Director | PMO & Execution | MGMT | Reservoir Woods | C | 2,112.00 | 81.14 | 4,365.22 | 217.74 | 10,317.66 |
| 104 | Dispatch Assistant | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,107.00 | 1,929.00 | 22,066.18 | - | 5,606.76 |
| 105 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,605.00 | 2,217.00 | 29,281.87 | 3.00 | 7,981.20 |
| 106 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,230.00 | 8.00 | 201.25 | 940.00 | 20,020.70 |
| 107 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,516.00 | 136.00 | 5,030.75 | 1,033.00 | 26,682.51 |
| 108 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,304.83 | - | - | 1,002.00 | 22,516.35 |

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|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Total | GAS | | ELECTRIC | |
| ID Number | Title | Job Description | Union/Non-Union | Primary Job Location | Band | Time Charged | Hours | $ Amount | Hours | $ Amount |
| 109 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,797.50 | 1,967.50 | 34,978.38 | 168.20 | 8,313.41 |
| 110 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,135.00 | - | - | 947.00 | 21,490.14 |
| 111 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,304.51 | 1,968.51 | 40,888.95 | 4.00 | 9,437.10 |
| 112 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,328.00 | 231.00 | 5,040.94 | 877.00 | 16,841.53 |
| 113 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,463.00 | 432.50 | 9,236.90 | 726.00 | 13,927.40 |
| 114 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 1,397.50 | 1,759.00 | 24,335.04 | 211.00 | 7,388.32 |
| 115 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,690.26 | 1,195.50 | 24,075.65 | 413.13 | 14,836.31 |
| 116 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,293.00 | 1,737.00 | 33,099.89 | 140.00 | 11,702.93 |
| 117 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,511.50 | 479.50 | 11,077.41 | 868.00 | 22,992.12 |
| 118 | Dispatcher 1 | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,909.00 | 2,332.00 | 39,096.52 | 142.00 | 10,399.02 |
| 119 | Dispatcher 1 (10) | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,475.00 | 2,059.00 | 68,394.80 | - | 21,344.00 |
| 120 | Dispatcher 1 (10) | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,664.00 | 857.00 | 43,997.92 | 1,401.00 | 12,574.40 |
| 121 | Dispatcher 1 (10) | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,642.50 | 2,127.50 | 70,103.85 | - | 21,135.20 |
| 122 | Dispatcher 1 (10) | Dispatch NE - Team B | Union | Northboro - NGSrvCo | Union | 2,380.00 | 1,106.00 | 37,809.45 | 465.00 | 20,717.60 |
| 123 | Energy Integration Consultant | Technical Sales & Engineering Support NE | MGMT | North Kingstown | E | 2,088.00 | - | - | 1,816.50 | 34,025.56 |
| 124 | Engineer | Asset Mgmt Distr and SubTransm NE | MGMT | Reservoir Woods | E | 2,099.00 | - | - | 1,690.98 | 18,402.79 |
| 125 | Engineer | Asset Mgmt Dist NE | MGMT | Providence Melrose St | E | 2,212.00 | 1,156.00 | 22,464.98 | 800.00 | 12,038.64 |
| 126 | Engineer Manager | Site Investig&Remed Admin NE | MGMT | Reservoir Woods | D | 2,088.08 | 184.15 | 11,641.83 | 174.53 | 10,120.77 |
| 127 | Engineer Manager | Asset Mgmt Distr and SubTransm NE | MGMT | Reservoir Woods | D | 2,248.00 | - | - | 705.62 | 11,824.53 |
| 128 | Engineer Manager | Distr Field Eng NE North 1 | MGMT | Hopedale - NGSrvCo | D | 2,097.00 | - | - | 507.00 | 10,735.67 |
| 129 | Engineer Manager | EE Technical Support NE & NY | MGMT | Providence Melrose St | D | 2,088.32 | 160.42 | 9,465.83 | 292.47 | 15,832.26 |
| 130 | Engineer Manager | Gas Trans IVP | MGMT | Hub Drive | D | 2,088.00 | 172.06 | 10,826.82 | - | 3,250.46 |
| 131 | Engineer Manager | Manager DIMP | MGMT | Reservoir Woods | D | 2,087.00 | 241.16 | 14,871.46 | 1.71 | 5,721.91 |
| 132 | Engineer Manager | Gas Mains and Service | MGMT | Hub Drive | D | 2,107.00 | 171.82 | 10,781.07 | - | 3,414.68 |
| 133 | Engineer Manager | Asset Mgmt Dist NE | MGMT | Providence Melrose St | D | 2,092.00 | - | - | 898.20 | 19,869.55 |
| 134 | Engineer Manager | New Grid Offerings | MGMT | Reservoir Woods | D | 2,088.00 | 0.56 | 40.41 | 173.50 | 11,050.95 |
| 135 | Exec Advisor | Exec Advisory | MGMT | Reservoir Woods | C | 2,096.50 | 76.83 | 6,151.62 | 174.94 | 11,469.07 |
| 136 | Exec Asst to Band A | Pres RI Jurisdiction | MGMT | Providence Melrose St | F | 2,088.00 | 528.77 | 19,713.39 | 1,169.23 | 37,806.00 |
| 137 | Executive Director and President US | President & CEO | MGMT | Reservoir Woods | EXD | 2,088.50 | 44.99 | 21,908.47 | 110.43 | 48,987.32 |
| 138 | Gas Sys Operator | Gas Control NE | MGMT | Northboro - NGSrvCo | E | 1,503.00 | 257.04 | 10,061.04 | - | 4,014.91 |
| 139 | Gas Sys Operator | Gas Control NE | MGMT | Northboro - NGSrvCo | E | 1,607.00 | 300.80 | 13,270.52 | - | 4,136.02 |
| 140 | Jurisdictional BP CFO NE & FERC | US Financial Services B | MGMT | Reservoir Woods | B | 2,088.00 | 115.73 | 13,284.53 | 265.23 | 26,401.88 |
| 141 | Lead Analyst | Program Strategy Policy & Evaluation RI | MGMT | Reservoir Woods | D | 2,101.98 | 370.00 | 17,644.08 | 1,432.00 | 53,192.84 |
| 142 | Lead Analyst | Technical Sales & Engineering Support NE | MGMT | North Kingstown | D | 2,097.50 | - | - | 1,325.50 | 44,035.52 |
| 143 | Lead Analyst | EE Program Execution MA | MGMT | North Andover \ NGSrvCo | D | 1,667.50 | - | - | 352.33 | 12,766.00 |
| 144 | Lead Analyst | EE Program Execution MA | MGMT | Worc NGSrvCo SouthbridgeStreet | D | 2,092.00 | 152.70 | 7,291.43 | 558.31 | 21,261.85 |
| 145 | Lead Analyst | Energy Efficiency Reporting | MGMT | Reservoir Woods | D | 2,115.35 | 84.03 | 4,325.65 | 243.29 | 10,284.05 |
| 146 | Lead Analyst | Outdoor Lighting & Attachments | MGMT | Reservoir Woods | D | 2,332.75 | - | - | 909.98 | 21,036.24 |
| 147 | Lead Analyst | Cust Sat & Reg Compliance A | MGMT | Lincoln Service Co | D | 2,088.00 | 409.68 | 18,656.45 | 754.32 | 30,329.16 |
| 148 | Lead Analyst | OMS | MGMT | Northboro - NGSrvCo | D | 2,125.00 | - | - | 465.43 | 16,156.60 |
| 149 | Lead Analyst | OMS | MGMT | Northboro - NGSrvCo | D | 2,324.99 | 20.24 | 1,031.58 | 377.85 | 11,770.11 |
| 150 | Lead Analyst | EE Tracking Systems Support | MGMT | Reservoir Woods | D | 2,088.00 | 87.80 | 4,243.14 | 253.49 | 10,283.68 |
| 151 | Lead Analyst | Outdoor Lighting & Attachments | MGMT | Somerset - Mass Electric Co 99 | D | 2,092.46 | - | - | 591.85 | 21,417.20 |
| 152 | Lead Analyst | Bill Project Mgmt & Servi | MGMT | Syracuse - NGSrvCo | D | 2,118.00 | 0.34 | 16.01 | 425.12 | 12,705.58 |
| 153 | Lead Analyst | New England Revenue Requirements ONE | MGMT | Reservoir Woods | D | 2,095.50 | 22.48 | 1,089.48 | 618.74 | 18,402.23 |
| 154 | Lead Analyst | New England Revenue Requirements ONE | MGMT | Reservoir Woods | D | 2,088.00 | 302.25 | 14,511.47 | 117.08 | 5,400.56 |
| 155 | Lead Analyst | Field Ops South NE Gas Director | MGMT | NE Gas Dexter | D | 2,098.50 | 1,815.92 | 27,768.41 | 5.94 | 9,145.61 |
| 156 | Lead Analyst | Customer Assurance | MGMT | MetroTech Center | D | 2,090.23 | 90.22 | 4,637.64 | 265.00 | 11,280.42 |
| 157 | Lead Analyst | I&R NE | MGMT | Braintree | D | 2,092.00 | 462.76 | 10,754.93 | - | 3,365.61 |
| 158 | Lead Analyst | SOP Coordination and Scheduling | MGMT | Northboro \ NGSrvCo | D | 2,088.00 | 409.40 | 19,689.31 | - | 5,221.32 |
| 159 | Lead Analyst | Customer Assurance | MGMT | Hicksville | D | 2,089.11 | 134.08 | 6,896.63 | 474.59 | 19,690.48 |
| 160 | Lead Analyst | EE Program Execution MA | MGMT | Providence Melrose St | D | 2,096.00 | 578.88 | 27,365.13 | 32.00 | 8,819.32 |
| 161 | Lead Analyst | Program Strategy A | MGMT | Reservoir Woods | D | 2,088.00 | 452.00 | 19,633.68 | 1,367.00 | 47,112.03 |
| 162 | Lead Analyst | Outdoor Lighting & Attachments | MGMT | Reservoir Woods | D | 2,088.00 | - | - | 712.98 | 13,128.50 |

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|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Total | GAS | | ELECTRIC | |
| ID Number | Title | Job Description | Union/Non-Union | Primary Job Location | Band | Time Charged | Hours | $ Amount | Hours | $ Amount |
| 163 | Lead Energy Integration Consultant | Technical Sales & Engineering Support NE | MGMT | Hicksville | D | 2,088.00 | - | - | 501.52 | 12,067.68 |
| 164 | Lead Eng Supv-Ntwrk Strat | Corrosion A | MGMT | Operations Center - Lowell Div | D | 2,088.00 | 331.37 | 16,290.38 | - | 2,811.70 |
| 165 | Lead Eng Supv-Operations | EE Technical Support NE & NY | MGMT | 280 Melrose Street | D | 2,090.00 | 392.00 | 16,389.28 | 1,237.00 | 41,876.70 |
| 166 | Lead Engineer | Asset Mgmt Dist NE | MGMT | Providence Melrose St | D | 2,090.00 | - | - | 1,782.00 | 31,291.15 |
| 167 | Lead Engineer | Asset Mgmt Dist NE | MGMT | 280 Melrose Street | D | 2,088.00 | - | - | 1,784.00 | 31,190.08 |
| 168 | Lead Engineer | Market Strategy EE Technical Field Supp | MGMT | Reservoir Woods | D | 2,115.00 | 60.00 | 3,259.80 | 326.25 | 14,827.78 |
| 169 | Lead Engineer | Site Investig&Remed Admin NE | MGMT | Reservoir Woods | D | 2,088.00 | 824.12 | 35,834.91 | 307.80 | 13,346.59 |
| 170 | Lead Engineer | SOP Coordination and Scheduling | MGMT | Northboro - NGSrvCo | D | 2,088.00 | 404.24 | 22,535.50 | - | 6,017.12 |
| 171 | Lead Engineer | Market Strategy EE Technical Field Supp | MGMT | Attleboro | D | 2,200.62 | - | - | 268.40 | 10,651.59 |
| 172 | Lead Engineer | Environmental Mgmt | MGMT | Hicksville | D | 2,088.00 | 181.97 | 10,140.58 | 24.61 | 3,373.48 |
| 173 | Lead Engineer | Manager DIMP | MGMT | Reservoir Woods | D | 2,088.00 | 860.00 | 39,625.52 | - | (2,069.60) |
| 174 | Lead Engineer | IS GMS | MGMT | Operations Center - Lowell Div | D | 2,088.00 | 250.53 | 13,449.41 | - | 4,085.07 |
| 175 | Lead Engineer | Site Investig&Remed Admin NE | MGMT | Reservoir Woods | D | 2,104.54 | 163.27 | 8,465.66 | 700.75 | 27,978.48 |
| 176 | Lead Engineer | Asset Mgmt Dist NE | MGMT | 280 Melrose Street | D | 2,100.00 | - | - | 1,258.65 | 19,821.61 |
| 177 | Lead Engineer | Project Ops and Design NE Pipeline | MGMT | Reservoir Woods | D | 1,120.00 | 346.10 | 12,218.64 | - | 411.94 |
| 178 | Lead Gas Sys Operator | Gas Control NE | MGMT | Northboro - NGSrvCo | D | 2,139.00 | 352.82 | 18,436.00 | - | 5,570.85 |
| 179 | Lead Gas Sys Operator | Gas Control NE | MGMT | Northboro - NGSrvCo | D | 2,317.00 | 449.42 | 23,700.42 | - | 6,921.82 |
| 180 | Lead Gas Sys Operator | Gas Control NE | MGMT | Northboro \ NGSrvCo | D | 2,157.00 | 404.33 | 21,260.38 | - | 5,516.20 |
| 181 | Lead Gas Sys Operator | Gas Control NE | MGMT | Northboro \ NGSrvCo | D | 2,220.00 | 366.00 | 19,151.08 | - | 3,205.90 |
| 182 | Lead Gas Sys Operator | Gas Control NE | MGMT | Northboro \ NGSrvCo | D | 2,268.50 | 429.18 | 22,561.06 | - | 5,072.97 |
| 183 | Lead Gas Sys Operator | Gas Control NE | MGMT | Northboro \ NGSrvCo | D | 2,338.00 | 493.99 | 26,015.93 | - | 6,436.08 |
| 184 | Lead Instructor | HR L&D Gas NE | MGMT | Millbury Learning Center | E | 2,088.00 | 410.95 | 19,299.25 | - | 4,326.24 |
| 185 | Lead IT Analyst | EMS - NE | MGMT | Northboro - NGSrvCo | D | 2,109.50 | - | - | 306.06 | 11,422.11 |
| 186 | Lead IT Analyst | IS GMS | MGMT | Northboro - NGSrvCo | D | 2,112.00 | 313.76 | 15,317.01 | - | 4,275.04 |
| 187 | Lead Outage Coordinator | Control Central NE | MGMT | Northboro - NGSrvCo | D | 2,243.00 | - | - | 294.72 | 12,436.97 |
| 188 | Lead Planner | Gas Supply Planning NE | MGMT | Reservoir Woods | D | 2,088.00 | 439.76 | 22,013.58 | - | 5,982.73 |
| 189 | Lead Planner | Gas Supply Planning NE | MGMT | Reservoir Woods | D | 2,088.00 | 417.68 | 20,909.79 | - | 5,844.67 |
| 190 | Lead Process Manager | Ops Management NE | MGMT | Providence Melrose St | D | 2,103.00 | - | - | 731.00 | 16,759.64 |
| 191 | Lead Process Manager | Project Mgmt and Complex Construct | MGMT | NE Gas Dexter | D | 2,134.50 | 191.75 | 10,017.86 | 21.28 | 3,854.36 |
| 192 | Lead Program Manager | Residential Program Execution | MGMT | Reservoir Woods | D | 2,088.00 | 260.00 | 12,662.24 | 384.00 | 17,717.92 |
| 193 | Lead Program Manager | Control Central NE | MGMT | Northboro - NGSrvCo | D | 2,105.00 | - | - | 240.45 | 10,755.18 |
| 194 | Lead Program Manager | Community & Customer Mgmt A | MGMT | Providence Melrose St | D | 2,116.00 | 571.08 | 28,998.90 | 1,304.92 | 57,224.48 |
| 195 | Lead Program Manager | NE Elect Dline | MGMT | Providence Melrose St | D | 2,101.50 | - | - | 929.50 | 10,040.31 |
| 196 | Lead Program Manager | Contact Center Northboro D | MGMT | Northboro - NGSrvCo | D | 2,098.00 | 148.37 | 7,303.39 | 287.34 | 11,825.37 |
| 197 | Lead Program Manager | Community & Customer Mgmt A | MGMT | Providence Melrose St | D | 2,103.50 | 503.84 | 25,552.35 | 1,140.16 | 52,317.84 |
| 198 | Lead Program Manager | Community & Customer Mgmt A | MGMT | Providence Melrose St | D | 2,097.00 | 551.87 | 28,024.37 | 1,262.13 | 55,525.57 |
| 199 | Lead Program Manager | Pipeline Safety RI | MGMT | Providence Melrose St | D | 2,088.00 | 52.00 | 2,445.04 | 1,264.00 | 51,447.44 |
| 200 | Lead Program Manager | Labor & Emp Relations - NE | MGMT | Reservoir Woods | D | 2,103.50 | 293.34 | 14,089.89 | 21.60 | 6,294.19 |
| 201 | Lead Program Manager | Electric Regulatory Compliance | MGMT | Reservoir Woods | D | 2,126.00 | 14.34 | 717.77 | 358.60 | 12,772.29 |
| 202 | Lead Project Manager - Ops | EE Program Execution MA | MGMT | Hopedale - NGSrvCo | D | 2,104.00 | - | - | 458.00 | 18,456.03 |
| 203 | Lead Relay Technician | Prot Ops NE South Provide | MGMT | Providence Melrose St | E | 2,283.50 | - | - | 1,287.00 | 15,865.53 |
| 204 | Lead Relay Technician | Prot Ops NE South Provide | MGMT | Providence Melrose St | E | 2,323.00 | - | - | 1,737.00 | 15,353.49 |
| 205 | Lead Representative | Gas Sales Support B | MGMT | Providence Melrose St | D | 2,091.00 | 1,488.00 | 29,339.70 | 11.00 | 3,929.69 |
| 206 | Lead Representative | Eco Development & Corporate Citizenship | MGMT | Reservoir Woods | D | 2,088.00 | 222.00 | 11,362.39 | 28.00 | 4,303.03 |
| 207 | Lead Representative | Gas Sales Support B | MGMT | NE Gas Dexter | D | 2,088.52 | 1,136.26 | 34,016.66 | - | 6,482.40 |
| 208 | Lead Safety Representative | Safety NE | MGMT | Northboro - NGSrvCo | E | 2,130.98 | 229.38 | 12,128.69 | 212.63 | 11,307.52 |
| 209 | Lead Sales Representative | Sales Prog Ops RI | MGMT | Providence Melrose St | D | 2,121.00 | 403.20 | 18,258.50 | 1,365.80 | 51,572.16 |
| 210 | Lead Sales Representative | Account Development | MGMT | 280 Melrose Street | D | 2,088.00 | 728.62 | 45,173.46 | 729.38 | 45,173.46 |
| 211 | Lead Sales Representative | Commercial Sales NE 1 | MGMT | Worc NGSrvCo SouthbridgeStreet | D | 2,096.50 | 30.00 | 1,438.89 | 404.50 | 15,687.58 |
| 212 | Lead Sales Representative | Sales Prog Ops RI | MGMT | Providence Melrose St | D | 2,100.50 | 453.80 | 20,713.92 | 1,366.70 | 51,476.72 |
| 213 | Lead Sales Representative | Sales Prog Ops RI | MGMT | Providence Melrose St | D | 2,104.00 | 444.00 | 20,209.68 | 1,308.00 | 48,297.76 |
| 214 | Lead Sales Representative | Inside Sales Gas | MGMT | Providence Melrose St | D | 2,088.00 | 1,648.00 | 73,164.57 | - | 16,131.36 |
| 215 | Lead Sales Representative | Sales Prog Ops RI | MGMT | Somerset - Mass Electric Co 99 | D | 2,088.00 | 150.00 | 6,773.88 | 450.00 | 20,321.64 |
| 216 | Lead Sales Representative | Sales Prog Ops RI | MGMT | Providence Melrose St | D | 2,088.00 | 460.00 | 20,942.48 | 1,380.00 | 52,711.84 |

| | A | B | C | E | D | F | H | J | G | I |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Total | GAS | | ELECTRIC | |
| ID Number | Title | Job Description | Union/Non-Union | Primary Job Location | Band | Time Charged | Hours | $ Amount | Hours | $ Amount |
| 217 | Lead Sales Representative | Sales Prog Ops RI | MGMT | Brockton - E Ashland St Bldg | D | 2,106.00 | 371.05 | 16,882.95 | 1,131.45 | 45,762.10 |
| 218 | Lead Shift Supv Control Room | Control Central NE | MGMT | Northboro - NGSrvCo | D | 2,180.50 | - | - | 324.06 | 14,035.47 |
| 219 | Lead Shift Supv Control Room | Control Central NE | MGMT | Northboro - NGSrvCo | D | 2,116.00 | - | - | 258.16 | 11,032.60 |
| 220 | Lead Specialist | Lab&Test Elec and Gas UNY | MGMT | Worc NGSrvCo SouthbridgeStreet | D | 2,091.50 | 2.12 | 101.94 | 323.61 | 11,832.36 |
| 221 | Lead Specialist | New England Revenue Requirements ONE | MGMT | Reservoir Woods | D | 2,105.00 | 277.69 | 14,037.48 | 379.00 | 16,514.45 |
| 222 | Lead Specialist | Security NE D | MGMT | Northboro - NGSrvCo | D | 2,097.00 | 194.65 | 9,262.51 | 412.20 | 16,749.14 |
| 223 | Lead Specialist | Security NE C | MGMT | Northboro - NGSrvCo | D | 2,120.00 | 204.66 | 9,738.60 | 433.75 | 17,722.14 |
| 224 | Lead Specialist | Natural Gas Retail Operations | MGMT | Hicksville | D | 1,670.00 | 1,120.00 | 65,263.80 | - | 17,799.80 |
| 225 | Lead Specialist | Natural Gas Retail Operations | MGMT | Reservoir Woods | D | 1,670.00 | 353.50 | 20,589.79 | - | 5,690.10 |
| 226 | Lead Specialist | MA Strategic Communications 1 | MGMT | Reservoir Woods | D | 2,117.00 | 102.01 | 4,555.41 | 237.36 | 10,013.55 |
| 227 | Lead Supv Non Operations | Sales Processing A | MGMT | Worc NGSrvCo SouthbridgeStreet | E | 2,088.00 | - | - | 746.00 | 23,771.20 |
| 228 | Lead Supv Non Operations | Field Ops South NE Gas Dexter Approver | MGMT | NE Gas Dexter | E | 2,042.02 | 1,899.62 | 33,679.00 | - | 5,538.16 |
| 229 | Lead Supv Operations | Transmission Forestry NE S | MGMT | Lincoln Service Co | E | 2,184.00 | - | - | 1,592.01 | 59,286.26 |
| 230 | Lead Supv Operations | Dispatch NE - Team B | MGMT | Northboro - NGSrvCo | E | 2,201.00 | 579.48 | 24,536.22 | 38.04 | 9,875.75 |
| 231 | Lead Supv Operations | I&R NE Approver 2 | MGMT | Braintree | E | 2,436.52 | 688.15 | 10,322.81 | - | 1,556.76 |
| 232 | Lead Technician | Tele Ops NE South Provide | Union | Providence Melrose St | Union | 2,273.00 | - | - | 1,084.60 | 22,632.51 |
| 233 | Lead Trader | Wholesale Electric Supply New England | MGMT | Hicksville | D | 2,088.00 | - | - | 1,093.75 | 45,529.48 |
| 234 | Lead Trader | Energy Transactions | MGMT | Reservoir Woods | D | 2,088.00 | - | - | 1,770.86 | 75,706.25 |
| 235 | Legal Asst | AGC&D RI NH Reg | MGMT | Providence Melrose St | F | 2,097.00 | 637.10 | 19,638.14 | 1,132.40 | 30,120.33 |
| 236 | Manager | Market Strategy EE Technical Field Supp | MGMT | Reservoir Woods | D | 2,088.02 | 46.78 | 2,765.89 | 366.85 | 17,477.80 |
| 237 | Manager | Business Process & Project Management | MGMT | Reservoir Woods | D | 2,088.00 | 146.14 | 8,742.73 | 315.53 | 12,780.15 |
| 238 | Manager | Residential EE Marketing | MGMT | Providence Melrose St | D | 2,090.00 | 68.08 | 3,560.64 | 320.20 | 12,281.18 |
| 239 | Manager | Dist Network Operations | MGMT | Northboro - NGSrvCo | D | 2,099.00 | - | - | 240.34 | 11,632.53 |
| 240 | Manager | Vendor Management NE | MGMT | Northboro - NGSrvCo | D | 2,094.00 | 209.55 | 11,796.82 | 401.61 | 19,482.68 |
| 241 | Manager | T&D Forestry NE | MGMT | Worc NGSrvCo SouthbridgeStreet | D | 2,329.00 | - | - | 511.22 | 23,482.19 |
| 242 | Manager | Health and Wellbeing B | MGMT | Northboro - NGSrvCo | D | 2,088.00 | 222.33 | 10,824.36 | 205.37 | 10,045.02 |
| 243 | Manager | New England Pricing One | MGMT | Reservoir Woods | D | 2,134.00 | - | - | 476.03 | 18,894.77 |
| 244 | Manager | ISO Meter Data Services | MGMT | Syracuse - NGSrvCo | D | 2,301.00 | - | - | 281.61 | 11,911.43 |
| 245 | Manager | Acct Maint & Oper Northboro | MGMT | Northboro - NGSrvCo | D | 2,088.00 | 228.23 | 13,341.17 | 418.95 | 21,765.74 |
| 246 | Manager | HR L&D Electric NE | MGMT | Millbury Learning Center | D | 2,112.00 | - | - | 431.32 | 18,630.38 |
| 247 | Manager | NE Modeling and Data Analytics | MGMT | Reservoir Woods | D | 2,624.83 | 143.68 | 9,071.88 | 322.16 | 17,096.71 |
| 248 | Manager | Environmental NE 2 | MGMT | Providence Melrose St | D | 2,108.00 | 461.02 | 16,738.27 | 751.93 | 20,975.61 |
| 249 | Manager | Constr NE Gas Auxillary Operations | MGMT | Lincoln Service Co | D | 2,250.00 | 662.36 | 30,820.13 | - | 9,754.50 |
| 250 | Manager | Cust Sat & Reg Compliance A | MGMT | Lincoln Service Co | D | 2,096.00 | 178.64 | 9,190.09 | 330.89 | 14,952.11 |
| 251 | Manager | Energy Efficiency Reporting | MGMT | Reservoir Woods | D | 2,091.27 | 95.74 | 5,733.53 | 273.82 | 13,671.82 |
| 252 | Manager | CMS Elec South | MGMT | Hopedale - NGSrvCo | D | 360.00 | - | - | 1,185.52 | 15,832.37 |
| 253 | Manager | RI & NES Plan Budgeting and Perf | MGMT | Reservoir Woods | D | 2,091.92 | 281.51 | 16,428.22 | 590.88 | 24,151.84 |
| 254 | Manager | Customer Solutions | MGMT | Reservoir Woods | D | 2,123.48 | - | - | 368.54 | 13,174.71 |
| 255 | Manager | Electric Portfolio & Work Order Contr A | MGMT | Reservoir Woods | D | 2,102.00 | 1.80 | 63.62 | 465.78 | 16,014.81 |
| 256 | Manager | Data Management | MGMT | MetroTech Center | D | 2,088.00 | 76.67 | 5,060.65 | 187.78 | 10,771.66 |
| 257 | Manager | Damage Prevention NE Gas | MGMT | White's Path | D | 2,088.00 | 304.33 | 17,413.09 | - | 6,937.29 |
| 258 | Manager | Energy Transactions | MGMT | 100 Old Cntry Rd Hicks | D | 2,088.00 | - | - | 660.18 | 27,618.18 |
| 259 | Manager | Commodities NY/NE (Electric) | MGMT | Hicksville | D | 2,566.12 | - | - | 456.57 | 15,729.47 |
| 260 | Manager | Gas Control NE 2 | MGMT | Northboro \ NGSrvCo | D | 2,088.00 | 311.20 | 15,943.89 | - | 2,380.08 |
| 261 | Manager | Sales Prog Ops RI | MGMT | Worc NGSrvCo SouthbridgeStreet | D | 2,088.00 | 645.00 | 40,349.06 | 507.50 | 33,782.69 |
| 262 | Manager | EE Program Execution MA | MGMT | Reservoir Woods | D | 2,089.50 | 312.64 | 19,374.87 | 365.00 | 21,206.37 |
| 263 | Manager | Program Strategy A | MGMT | Reservoir Woods | D | 2,088.00 | 292.00 | 16,554.04 | 883.00 | 36,103.49 |
| 264 | Manager | Wholesale Electric Supply New England | MGMT | Hicksville | D | 2,088.00 | - | - | 993.25 | 46,434.84 |
| 265 | Manager | US Business Development E | MGMT | MetroTech Center | D | 2,088.00 | - | - | 653.00 | 32,850.43 |
| 266 | Manager | Commercial EE Marketing | MGMT | Providence Melrose St | D | 2,096.00 | 121.00 | 5,034.10 | 292.50 | 11,354.58 |
| 267 | Manager | Gas Supply Planning NE | MGMT | Reservoir Woods | D | 2,112.00 | 374.44 | 22,507.48 | - | 6,738.37 |
| 268 | Manager | Gas Control NE | MGMT | Northboro \ NGSrvCo | D | 2,088.00 | 374.72 | 24,947.40 | - | 7,420.12 |
| 269 | Manager | Inside Sales Gas | MGMT | Reservoir Woods | D | 2,088.00 | 868.00 | 24,703.60 | - | 6,600.40 |
| 270 | Manager | Gas Regulatory Support | MGMT | Reservoir Woods | D | 2,468.61 | 168.64 | 11,232.29 | - | 3,101.50 |

| | A | B | C | E | D | F | H | J | G | I |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Total | GAS | | ELECTRIC | |
| ID Number | Title | Job Description | Union/Non-Union | Primary Job Location | Band | Time Charged | Hours | $ Amount | Hours | $ Amount |
| 271 | Manager | SHE Performance and Reporting A | MGMT | Reservoir Woods | D | 2,112.00 | 1,058.87 | 26,578.13 | 32.77 | 6,923.71 |
| 272 | Manager | Customer Connections | MGMT | Reservoir Woods | D | 2,104.00 | 439.24 | 11,407.53 | - | 3,041.46 |
| 273 | Manager | New England Pricing Two | MGMT | Reservoir Woods | D | 2,333.00 | 517.69 | 35,797.58 | 18.50 | 11,367.10 |
| 274 | Manager | Electric Regulatory Support | MGMT | Hicksville | D | 2,088.00 | 13.41 | 897.30 | 247.40 | 11,086.98 |
| 275 | Manager | EE Tracking Systems Support | MGMT | Reservoir Woods | D | 2,108.76 | 89.37 | 5,058.83 | 253.87 | 11,976.53 |
| 276 | Manager | Commercial Sales NE 1 | MGMT | Reservoir Woods | D | 2,105.00 | 123.00 | 6,998.70 | 367.50 | 17,692.17 |
| 277 | Manager | Commodities NY/NE (Gas) | MGMT | 100 Old Cntry Rd Hicks | D | 2,578.50 | 166.09 | 10,131.75 | 1.40 | 3,048.36 |
| 278 | Manager | Trade Marketing | MGMT | Reservoir Woods | D | 2,096.00 | 243.75 | 15,410.22 | 363.00 | 21,031.44 |
| 279 | Manager | Safety NE | MGMT | Reservoir Woods | D | 2,104.00 | 186.90 | 10,554.57 | 172.57 | 9,763.48 |
| 280 | Manager | HR L&D Gas NE | MGMT | Millbury Learning Center | D | 2,088.00 | 404.34 | 23,379.18 | - | 5,856.50 |
| 281 | Manager EIC | Technical Sales & Engineering Support NE | MGMT | North Kingstown | D | 2,119.00 | - | - | 252.00 | 13,372.34 |
| 282 | Manager PM | Non Wires Alternative Offerings | MGMT | Reservoir Woods | D | 2,088.00 | 12.44 | 432.21 | 314.85 | 10,847.23 |
| 283 | Measurement Technician | Meter Operations MA/NH | Union | Wilmington | Union | 2,445.00 | 276.12 | 12,697.69 | - | 3,810.54 |
| 284 | Measurement Technician | Meter Operations MA/NH | Union | Wilmington | Union | 2,534.00 | 312.16 | 14,665.41 | - | 3,063.32 |
| 285 | Measurement Technician | Meter Operations MA/NH | Union | Wilmington | Union | 2,440.50 | 249.57 | 10,612.28 | - | 676.19 |
| 286 | Measurement Technician | Meter Operations MA/NH | Union | Wilmington | Union | 2,846.00 | 365.48 | 17,854.63 | - | 5,001.43 |
| 287 | Nurse Practitioner | Health and Wellbeing B | MGMT | Brockton - NGSrvCo | E | 2,088.00 | 218.52 | 11,083.11 | 199.95 | 10,337.39 |
| 288 | Nurse Practitioner | Health and Wellbeing B | MGMT | Worc NGSrvCo SouthbridgeStreet | E | 2,088.00 | 229.06 | 11,657.99 | 210.18 | 10,845.11 |
| 289 | Operations Clerk | Work Support New England | Union | Providence Melrose St | Union | 2,822.50 | 2.59 | 90.66 | 933.41 | 11,775.38 |
| 290 | Operations Clerk | Work Support New England | Union | Providence Melrose St | Union | 2,465.25 | - | - | 1,393.01 | 13,257.21 |
| 291 | Operations Clerk | Work Support New England | Union | Middletown 5110 | Union | 2,708.25 | - | - | 2,409.97 | 23,170.27 |
| 292 | Operations Clerk | Work Support New England | Union | North Kingstown | Union | 2,668.25 | - | - | 2,231.75 | 11,482.74 |
| 293 | Operations Clerk | Work Support New England | Union | Providence Melrose St | Union | 2,972.75 | - | - | 2,590.50 | 10,654.38 |
| 294 | Physician Assistant | Health and Wellbeing B | MGMT | North Andover | E | 2,088.00 | 230.26 | 11,958.33 | 210.10 | 11,114.24 |
| 295 | President Rhode Island NH | Pres RI Jurisdiction | MGMT | Providence Melrose St | A | 2,088.00 | 538.83 | 84,085.44 | 1,192.17 | 161,846.74 |
| 296 | Prin Analyst | Gas Pipe Regulatory Compliance | MGMT | Providence Melrose St | D | 2,088.00 | - | - | 1,808.00 | 77,748.48 |
| 297 | Prin Engineer | Asset Mgmt Dist NE | MGMT | Providence Melrose St | D | 2,088.00 | - | - | 1,516.00 | 20,835.63 |
| 298 | Prin Engineer | Distribution C&I | MGMT | Providence Melrose St | D | 2,092.00 | - | - | 255.58 | 10,697.48 |
| 299 | Prin Engineer | Distr Field Eng NE North 1 | MGMT | Somerset - Mass Electric Co 99 | D | 2,102.00 | - | - | 1,195.06 | 20,012.45 |
| 300 | Prin Engineer | Mains & Services Replacement NY | MGMT | Hub Drive | D | 2,088.00 | 166.04 | 10,002.13 | - | 3,225.71 |
| 301 | Prin Engineer | Gas Trans IVP | MGMT | Hub Drive | D | 2,088.00 | 166.20 | 11,255.25 | - | 3,110.64 |
| 302 | Prin Partner | Corporate Communications Operations MA | MGMT | Providence Melrose St | D | 2,106.50 | 346.14 | 21,300.21 | 865.87 | 49,370.06 |
| 303 | Prin Program Manager | Labor & Emp Relations - NE | MGMT | Reservoir Woods | D | 1,046.50 | 356.87 | 21,208.51 | 8.00 | 14,296.59 |
| 304 | Prin Program Manager | Emergency Planning | MGMT | Reservoir Woods | D | 2,140.50 | - | - | 197.15 | 10,096.76 |
| 305 | Prin Program Manager | New England Pricing | MGMT | Reservoir Woods | D | 2,097.00 | - | - | 990.04 | 59,154.00 |
| 306 | Prin Program Manager | Community & Customer Mgmt A | MGMT | Providence Melrose St | D | 2,097.50 | 563.21 | 31,038.25 | 1,288.29 | 61,288.42 |
| 307 | Prin Program Manager | Reg Strategy & Int Analyst C | MGMT | Reservoir Woods | D | 2,088.00 | - | - | 382.84 | 15,999.84 |
| 308 | Prin Program Manager | NES Solution Development | MGMT | Reservoir Woods | D | 2,099.00 | 8.14 | 527.11 | 527.04 | 29,583.81 |
| 309 | Prin Specialist | Customer Assurance | MGMT | Providence Melrose St | D | 2,088.00 | 96.30 | 6,250.17 | 277.35 | 14,888.61 |
| 310 | Principal Process Manager | Ops Management NE | MGMT | Worc NGSrvCo SouthbridgeStreet | D | 2,113.50 | - | - | 862.00 | 19,390.40 |
| 311 | Program Manager | Resource Planning NE | MGMT | Reservoir Woods | E | 2,115.00 | 416.28 | 11,783.52 | - | 3,366.76 |
| 312 | Program Manager | Resource Planning CMS NE | MGMT | Reservoir Woods | E | 2,389.75 | 995.95 | 19,155.03 | 392.71 | 8,673.93 |
| 313 | Representative | Account Development | MGMT | Worc NGSrvCo SouthbridgeStreet | E | 2,097.50 | - | - | 532.00 | 11,840.43 |
| 314 | Representative | Sales Processing A | MGMT | Worc NGSrvCo SouthbridgeStreet | E | 2,088.00 | - | - | 874.40 | 28,533.52 |
| 315 | Representative | Customer Solutions | MGMT | Reservoir Woods | E | 2,088.00 | - | - | 526.02 | 10,874.77 |
| 316 | Representative | Sales Processing A | MGMT | Providence Melrose St | E | 2,095.50 | - | - | 1,319.50 | 31,242.81 |
| 317 | Representative | Customer Solutions | MGMT | Reservoir Woods | E | 1,844.00 | - | - | 1,584.00 | 40,570.72 |
| 318 | Revenue Service Associate I | Acct Maint & Oper Northboro Rep 3 | Union | Northboro - NGSrvCo | Union | 2,302.50 | 245.22 | 6,454.63 | 454.88 | 10,587.72 |
| 319 | Revenue Service Associate I | Acct Maint & Oper Northboro Rep 3 | Union | Northboro - NGSrvCo | Union | 2,309.50 | 242.11 | 6,476.94 | 448.73 | 10,842.94 |
| 320 | Revenue Service Associate I | Acct Maint & Oper Northboro Rep 1 | Union | Northboro - NGSrvCo | Union | 2,218.50 | 239.89 | 6,240.80 | 442.36 | 10,220.31 |
| 321 | Revenue Service Associate I | Acct Maint & Oper Northboro Rep 2 | Union | Northboro - NGSrvCo | Union | 2,295.50 | 257.35 | 6,803.90 | 474.41 | 11,130.26 |
| 322 | Revenue Service Associate I | Acct Maint & Oper Northboro Rep 3 | Union | Northboro - NGSrvCo | Union | 2,223.50 | 233.95 | 6,215.00 | 431.60 | 10,197.97 |
| 323 | Revenue Service Associate I | Acct Maint & Oper Northboro Rep 2 | Union | Northboro - NGSrvCo | Union | 2,195.50 | 617.08 | 15,796.61 | 320.71 | 7,166.92 |
| 324 | Revenue Service Associate I | Acct Maint & Oper Northboro Rep 2 | Union | Northboro - NGSrvCo | Union | 2,116.00 | 613.15 | 15,752.80 | 1,158.59 | 26,037.26 |

| | A | B | C | E | D | F | H | J | G | I |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Total | GAS | | ELECTRIC | |
| ID Number | Title | Job Description | Union/Non-Union | Primary Job Location | Band | Time Charged | Hours | $ Amount | Hours | $ Amount |
| 325 | Sales Representative | Commercial Sales NE 1 | MGMT | Worc NGSrvCo SouthbridgeStreet | E | 2,088.00 | 0.56 | 18.11 | 597.32 | 16,439.79 |
| 326 | Senior Counsel I | AGC&D RI NH Reg | MGMT | Providence Melrose St | C | 1,930.75 | 578.15 | 43,112.74 | 945.58 | 59,404.44 |
| 327 | Senior Counsel II | AGC&D RI NH Reg | MGMT | Providence Melrose St | C | 2,088.00 | 542.59 | 46,057.61 | 1,280.41 | 85,348.71 |
| 328 | Senior Counsel II | AGC Real Estate | MGMT | Reservoir Woods | C | 2,092.03 | 64.26 | 5,464.52 | 337.85 | 25,794.56 |
| 329 | Senior Counsel II | Environmental | MGMT | Reservoir Woods | C | 2,088.00 | 38.63 | 3,263.31 | 345.47 | 22,643.00 |
| 330 | Senior Counsel II | General Litigation | MGMT | Reservoir Woods | C | 2,096.00 | 11.27 | 937.38 | 398.74 | 22,324.89 |
| 331 | Senior Relay Technician | Prot Ops NE South Provide | MGMT | Providence Melrose St | E | 2,226.50 | - | - | 1,575.50 | 22,841.00 |
| 332 | Senior Relay Technician | Prot Ops NE South Provide | MGMT | Providence Melrose St | E | 2,285.00 | - | - | 1,668.00 | 14,362.61 |
| 333 | Senior Relay Technician | Prot Ops NE South Provide | MGMT | Providence Melrose St | E | 2,245.50 | - | - | 1,686.50 | 19,652.05 |
| 334 | Shift Supv Control Room | Dist Network Operations | MGMT | Northboro - NGSrvCo | D | 2,416.50 | - | - | 404.03 | 13,334.83 |
| 335 | Shift Supv Control Room | Control Central NE | MGMT | Northboro - NGSrvCo | D | 2,663.50 | - | - | 305.55 | 13,233.31 |
| 336 | Shift Supv Control Room | Control Central NE | MGMT | Northboro - NGSrvCo | D | 2,588.00 | - | - | 363.67 | 15,157.37 |
| 337 | Shift Supv Control Room | Control Central NE | MGMT | Northboro - NGSrvCo | D | 2,935.00 | - | - | 350.79 | 14,821.18 |
| 338 | Shift Supv Control Room | Control Central NE | MGMT | Northboro - NGSrvCo | D | 2,597.00 | - | - | 349.79 | 15,350.92 |
| 339 | Shift Supv Control Room | Control Central NE | MGMT | Northboro - NGSrvCo | D | 2,479.50 | - | - | 313.73 | 13,563.87 |
| 340 | Shift Supv Control Room | Control Central NE | MGMT | Northboro - NGSrvCo | D | 2,573.00 | - | - | 328.79 | 13,324.45 |
| 341 | Shift Supv Control Room | Control Central NE | MGMT | Northboro - NGSrvCo | D | 2,645.00 | - | - | 314.66 | 16,305.95 |
| 342 | Sr Analyst | Lab&Test Elec and Gas UNY | MGMT | Worc NGSrvCo SouthbridgeStreet | E | 2,086.50 | 0.30 | 12.53 | 487.79 | 14,404.63 |
| 343 | Sr Analyst | EE Program Execution MA | MGMT | Providence Melrose St | E | 2,103.00 | 154.45 | 6,157.40 | 531.90 | 17,507.24 |
| 344 | Sr Analyst | Workforce Management C | MGMT | Northboro - NGSrvCo | E | 2,088.00 | 122.27 | 5,141.24 | 265.59 | 10,174.31 |
| 345 | Sr Analyst | FERC Revenue Performance | MGMT | Reservoir Woods | E | 2,347.00 | 1,116.00 | 45,410.04 | - | 10,253.88 |
| 346 | Sr Analyst | Acct Maint & Oper Bus Proc Excellence | MGMT | Northboro - NGSrvCo | E | 2,092.00 | 219.49 | 8,679.85 | 403.49 | 14,070.55 |
| 347 | Sr Analyst | RI & NES Plan Budgeting and Perf | MGMT | Reservoir Woods | E | 2,206.00 | 433.14 | 17,626.92 | 951.86 | 31,651.50 |
| 348 | Sr Analyst | Non Interval Meter Data O | MGMT | Syracuse - NGSrvCo | E | 2,106.50 | 1,652.50 | 64,832.34 | 5.70 | 18,659.32 |
| 349 | Sr Analyst | Non Interval Meter Data O | MGMT | Syracuse - NGSrvCo | E | 2,088.00 | 1,655.00 | 64,948.94 | - | 16,868.28 |
| 350 | Sr Analyst | Cust Sat & Reg Compliance A | MGMT | Lincoln Service Co | E | 2,104.00 | 434.40 | 16,822.19 | 800.60 | 27,188.81 |
| 351 | Sr Analyst | Cust Sat & Reg Compliance A | MGMT | Lincoln Service Co | E | 2,186.00 | 462.96 | 17,918.90 | 853.04 | 29,191.56 |
| 352 | Sr Analyst | Cust Sat & Reg Compliance A | MGMT | Lincoln Service Co | E | 2,172.00 | 498.38 | 19,309.52 | 918.62 | 32,035.51 |
| 353 | Sr Analyst | Non Interval Meter Data O | MGMT | Lincoln Service Co | E | 2,177.25 | - | - | 318.33 | 10,175.03 |
| 354 | Sr Analyst | Pipeline Safety RI | MGMT | Providence Melrose St | E | 2,100.00 | 472.36 | 12,197.53 | 1,224.36 | 53,421.53 |
| 355 | Sr Analyst | Program Strategy Policy & Evaluation RI | MGMT | Providence Melrose St | E | 2,089.00 | 441.50 | 18,133.54 | 1,339.00 | 45,432.74 |
| 356 | Sr Analyst | Constr NE Gas Auxillary Operations | MGMT | NE Gas Dexter | E | 2,395.00 | 471.06 | 17,101.66 | - | 5,399.18 |
| 357 | Sr Analyst | Customer Contribution Policy and Support | MGMT | Reservoir Woods | E | 2,092.00 | 164.80 | 6,917.14 | 986.40 | 14,001.88 |
| 358 | Sr Analyst | Program Strategy A | MGMT | Reservoir Woods | E | 2,088.00 | 280.40 | 11,514.50 | 1,561.60 | 49,166.38 |
| 359 | Sr Analyst | NE Modeling and Data Analytics | MGMT | Reservoir Woods | E | 2,092.00 | 446.78 | 18,885.88 | 982.47 | 33,948.77 |
| 360 | Sr Analyst | Budget and Forecasting - Operations | MGMT | Reservoir Woods | E | 2,444.25 | 403.53 | 16,593.48 | 967.50 | 35,433.20 |
| 361 | Sr Analyst | RI & NES Plan Budgeting and Perf | MGMT | Reservoir Woods | E | 2,088.00 | 547.68 | 23,745.07 | 1,212.32 | 46,486.75 |
| 362 | Sr Analyst | Energy Efficiency Reporting | MGMT | Reservoir Woods | E | 2,008.00 | 324.36 | 13,717.07 | 908.18 | 28,351.89 |
| 363 | Sr Analyst | Bill Project Mgmt & Servi | MGMT | Syracuse - NGSrvCo | E | 2,123.00 | 407.26 | 16,430.73 | 409.31 | 13,561.23 |
| 364 | Sr Analyst | SOP Coordination and Scheduling | MGMT | Northboro - NGSrvCo | E | 2,088.00 | 434.91 | 17,743.98 | - | 4,813.89 |
| 365 | Sr Analyst | Commercial EE Marketing | MGMT | MetroTech Center | E | 2,088.00 | 19.00 | 796.29 | 516.00 | 16,526.89 |
| 366 | Sr Analyst | Program Strategy Policy & Evaluation RI | MGMT | Reservoir Woods | E | 2,088.00 | 461.00 | 18,930.59 | 1,382.00 | 46,885.58 |
| 367 | Sr Analyst | Constr NE Gas Auxillary Operations | MGMT | Northboro - NGSrvCo | E | 2,297.00 | 469.92 | 17,143.60 | - | 4,928.87 |
| 368 | Sr Analyst | Commodities NY/NE (Electric) | MGMT | 100 Old Cntry Rd Hicks | E | 2,088.00 | - | - | 671.00 | 21,936.81 |
| 369 | Sr Analyst | Energy Efficiency | MGMT | Reservoir Woods | E | 2,090.98 | 101.38 | 4,643.19 | 300.90 | 11,459.76 |
| 370 | Sr Analyst | Program Strategy A | MGMT | Reservoir Woods | E | 2,096.00 | 18.00 | 739.62 | 1,092.00 | 28,290.44 |
| 371 | Sr Analyst | Contract Mgmt & Admin NE | MGMT | Reservoir Woods | E | 2,268.50 | 1,770.34 | 49,753.04 | - | - |
| 372 | Sr Analyst | Performance and Strategy RI | MGMT | Providence Melrose St | E | 2,099.00 | 585.66 | 20,681.06 | 1,319.34 | 40,483.09 |
| 373 | Sr Analyst | Commodities NY/NE (Gas) | MGMT | 100 Old Cntry Rd Hicks | E | 2,102.00 | 1,619.06 | 67,076.19 | 12.30 | 19,265.55 |
| 374 | Sr Analyst | Program Strategy Policy & Evaluation RI | MGMT | Reservoir Woods | E | 2,088.00 | 447.75 | 18,385.94 | 1,353.25 | 44,536.22 |
| 375 | Sr Analyst | New England Pricing One | MGMT | Reservoir Woods | E | 2,088.00 | 3.23 | 130.99 | 1,848.77 | 55,349.71 |
| 376 | Sr Analyst | OMS | MGMT | Northboro \ NGSrvCo | E | 2,112.50 | - | - | 481.48 | 13,578.12 |
| 377 | Sr Analyst | New England Pricing One | MGMT | Reservoir Woods | E | 2,093.50 | 0.64 | 26.20 | 1,453.36 | 40,963.00 |
| 378 | Sr Analyst | MA Financial Performance and Reporting B | MGMT | Reservoir Woods | E | 2,088.00 | - | - | 472.17 | 14,603.98 |

| | A | B | C | E | D | F | H | J | G | I |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Total | GAS | | ELECTRIC | |
| ID Number | Title | Job Description | Union/Non-Union | Primary Job Location | Band | Time Charged | Hours | $ Amount | Hours | $ Amount |
| 379 | Sr Analyst | Program Strategy Policy & Evaluation RI | MGMT | Providence Melrose St | E | 2,089.00 | 438.42 | 18,000.71 | 1,357.64 | 45,399.06 |
| 380 | Sr Analyst | Residential EE Marketing | MGMT | Reservoir Woods | E | 2,143.50 | 38.30 | 1,601.52 | 372.20 | 11,664.45 |
| 381 | Sr Analyst | New England Revenue Requirements ONE | MGMT | Reservoir Woods | E | 2,109.00 | 234.05 | 10,338.74 | 255.07 | 11,043.80 |
| 382 | Sr Analyst | Controller - RI | MGMT | MetroTech Center | E | 1,845.00 | 488.40 | 21,144.21 | 1,076.60 | 39,301.67 |
| 383 | Sr Analyst | New England Pricing Two | MGMT | Reservoir Woods | E | 1,712.00 | 1,191.40 | 48,221.43 | - | 18,275.96 |
| 384 | Sr Analyst | Trade Marketing | MGMT | Reservoir Woods | E | 1,240.02 | 205.42 | 8,384.07 | 338.35 | 11,391.42 |
| 385 | Sr Analyst | New England Pricing Two | MGMT | Reservoir Woods | E | 649.00 | 545.00 | 22,061.60 | - | 21,090.08 |
| 386 | Sr Claims Representative | Claims North (NE/UNY) | MGMT | Providence Melrose St | E | 2,108.00 | - | - | 1,428.00 | 37,461.84 |
| 387 | Sr Claims Representative | Claims North (NE/UNY) | MGMT | Lincoln Service Co | E | 2,092.00 | 692.00 | 25,873.88 | 12.00 | 7,590.19 |
| 388 | Sr Coordinator | Resource Coord ServCo a | MGMT | Providence Melrose St | E | 717.50 | 32.96 | 1,127.42 | 1,601.14 | 36,635.64 |
| 389 | Sr Coordinator | Resource Coordination NE Field Ops | MGMT | NE Gas Dexter | E | 2,220.31 | 2,116.25 | 18,420.61 | - | 5,553.88 |
| 390 | Sr Coordinator | SOP Coordination and Scheduling | MGMT | Northboro \ NGSrvCo | E | 2,377.00 | 420.62 | 17,993.40 | - | 1,193.75 |
| 391 | Sr Counsel | AGC&D RI NH Reg | MGMT | Reservoir Woods | D | 2,089.00 | 201.12 | 13,020.12 | 1,619.88 | 86,452.96 |
| 392 | Sr Counsel | AGC Commercial | MGMT | Reservoir Woods | D | 2,088.00 | 36.42 | 2,243.02 | 205.44 | 11,410.32 |
| 393 | Sr Customer Service Rep | Contact Center Northboro D6 | Union | Northboro - NGSrvCo | Union | 2,377.90 | 263.42 | 7,999.06 | 468.21 | 12,091.09 |
| 394 | Sr Customer Service Rep | Contact Center Northboro D6 | Union | Northboro - NGSrvCo | Union | 2,193.24 | 216.09 | 6,148.00 | 421.19 | 10,490.00 |
| 395 | Sr Customer Service Rep | Contact Center Northboro D6 | Union | Northboro - NGSrvCo | Union | 2,374.07 | 206.29 | 6,165.45 | 393.65 | 10,084.55 |
| 396 | Sr Customer Service Rep | Contact Center Northboro D6 | Union | Northboro - NGSrvCo | Union | 2,246.12 | 218.28 | 6,134.83 | 427.46 | 10,690.00 |
| 397 | Sr Customer Service Rep | Contact Center Northboro D4 | Union | Northboro - NGSrvCo | Union | 2,213.66 | 226.24 | 6,311.10 | 439.36 | 10,753.27 |
| 398 | Sr Customer Service Rep | Contact Center Northboro D2 | Union | Northboro - NGSrvCo | Union | 2,285.57 | 253.46 | 7,451.89 | 455.39 | 11,467.11 |
| 399 | Sr Customer Service Rep | Contact Center Northboro D6 | Union | Northboro - NGSrvCo | Union | 2,311.51 | 219.61 | 6,398.47 | 408.50 | 10,332.83 |
| 400 | Sr Customer Service Rep | Contact Center Northboro D6 | Union | Northboro - NGSrvCo | Union | 2,316.74 | 238.95 | 6,729.31 | 468.54 | 11,691.42 |
| 401 | Sr Customer Service Rep | Contact Center Northboro D2 | Union | Northboro - NGSrvCo | Union | 2,261.60 | 238.92 | 6,746.60 | 455.11 | 11,571.77 |
| 402 | Sr Customer Service Rep | Contact Center Northboro D6 | Union | Northboro - NGSrvCo | Union | 2,379.49 | 223.69 | 6,560.94 | 427.86 | 11,268.68 |
| 403 | Sr Customer Service Rep | Contact Center Northboro D2 | Union | Northboro - NGSrvCo | Union | 2,275.43 | 236.59 | 6,892.78 | 427.31 | 10,570.84 |
| 404 | Sr Customer Service Rep | Contact Center Northboro D6 | Union | Northboro - NGSrvCo | Union | 2,128.00 | 225.86 | 6,268.05 | 420.55 | 10,185.97 |
| 405 | Sr Engineer | Engineering Lab NE | MGMT | Worc NGSrvCo SouthbridgeStreet | E | 2,122.00 | - | - | 643.50 | 14,394.93 |
| 406 | Sr Engineer | Asset Mgmt Dist NE | MGMT | Providence Melrose St | E | 1,960.00 | - | - | 1,265.47 | 16,563.58 |
| 407 | Sr Engineer | City State Construction | MGMT | NE Gas Dexter | E | 2,088.00 | 1,796.00 | 17,742.59 | - | 4,564.63 |
| 408 | Sr Engineer | Distribution C&I | MGMT | Northboro - NGSrvCo | E | 2,088.00 | - | - | 1,018.43 | 28,261.76 |
| 409 | Sr Engineer | Asset Mgmt Dist NE | MGMT | Providence Melrose St | E | 2,088.00 | - | - | 1,834.56 | 13,336.48 |
| 410 | Sr Engineer | EMS - NE | MGMT | Northboro - NGSrvCo | E | 2,151.00 | - | - | 330.42 | 10,878.96 |
| 411 | Sr Engineer | Customer Reliability and Analytics | MGMT | Reservoir Woods | E | 2,088.00 | - | - | 950.81 | 30,522.95 |
| 412 | Sr Engineer | Corrosion | MGMT | Reservoir Woods | E | 2,115.50 | 345.06 | 18,091.06 | - | 6,670.51 |
| 413 | Sr Engineer | EE Technical Support South MA and RI | MGMT | 280 Melrose Street | E | 2,092.00 | - | - | 1,308.00 | 40,396.12 |
| 414 | Sr Engineer | EE Technical Support West and North MA | MGMT | Providence Melrose St | E | 2,140.07 | 18.91 | 778.24 | 433.50 | 12,869.46 |
| 415 | Sr Gas Sys Operator | Gas Control NE | MGMT | Northboro - NGSrvCo | E | 2,209.00 | 417.45 | 16,847.32 | - | 4,709.83 |
| 416 | Sr Gas Sys Operator | Gas Control NE | MGMT | Northboro - NGSrvCo | E | 2,256.50 | 417.75 | 17,511.25 | - | 4,695.00 |
| 417 | Sr Gas Sys Operator | Gas Control NE | MGMT | Northboro - NGSrvCo | E | 2,223.75 | 466.46 | 19,230.86 | - | 5,768.36 |
| 418 | Sr Gas Sys Operator | Gas Control NE | MGMT | Northboro \ NGSrvCo | E | 2,317.00 | 461.82 | 21,944.97 | - | 4,982.83 |
| 419 | Sr Gas Sys Operator | Gas Control NE | MGMT | Northboro - NGSrvCo | E | 2,183.50 | 366.65 | 17,507.54 | - | 4,709.83 |
| 420 | Sr Instructor | HR L&D Gas NE | MGMT | Millbury Learning Center | E | 1,626.00 | 256.30 | 11,734.00 | 62.64 | 4,196.05 |
| 421 | Sr Instructor | HR L&D Electric NE | MGMT | Millbury Learning Center | E | 2,088.00 | - | - | 393.92 | 13,402.28 |
| 422 | Sr Instructor | HR L&D Electric NE | MGMT | Millbury Learning Center | E | 2,127.00 | 2.82 | 187.82 | 388.23 | 13,036.55 |
| 423 | Sr Instructor | HR L&D Electric NE | MGMT | Millbury Learning Center | E | 2,157.00 | 3.21 | 222.35 | 395.38 | 13,494.22 |
| 424 | Sr Instructor | HR L&D Gas NE | MGMT | Millbury Learning Center | E | 182.00 | 22.20 | 1,018.77 | 1,374.53 | 41,330.95 |
| 425 | Sr Instructor | HR L&D Electric NE | MGMT | Millbury Learning Center | E | 2,189.50 | 5.84 | 395.95 | 410.05 | 14,155.62 |
| 426 | Sr Instructor | HR L&D Electric NE | MGMT | Millbury Learning Center | E | 2,133.00 | - | - | 411.80 | 13,527.55 |
| 427 | Sr Instructor | HR L&D Electric NE | MGMT | Millbury Learning Center | E | 2,119.00 | - | - | 403.52 | 13,155.82 |
| 428 | Sr Instructor | HR L&D Electric NE | MGMT | Millbury Learning Center | E | 2,329.50 | 3.50 | 240.93 | 375.05 | 12,212.91 |
| 429 | Sr Instructor | HR L&D Electric NE | MGMT | Millbury Learning Center | E | 2,100.00 | - | - | 420.13 | 14,117.81 |
| 430 | Sr Instructor | HR L&D Gas NE | MGMT | Millbury Learning Center | E | 2,098.50 | 448.44 | 20,143.52 | - | 5,259.04 |
| 431 | Sr Instructor | HR L&D Electric NE | MGMT | Millbury Learning Center | E | 2,146.75 | 10.59 | 484.42 | 339.58 | 11,580.00 |
| 432 | Sr Instructor | HR L&D Electric NE | MGMT | Millbury Learning Center | E | 2,138.00 | 55.60 | 2,614.04 | 342.92 | 11,008.35 |

| | A | B | C | E | D | F | H | J | G | I |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Total | GAS | | ELECTRIC | |
| ID Number | Title | Job Description | Union/Non-Union | Primary Job Location | Band | Time Charged | Hours | $ Amount | Hours | $ Amount |
| 433 | Sr Instructor | HR L&D Gas NE | MGMT | Millbury Learning Center | E | 2,173.00 | 452.82 | 20,751.96 | - | 5,295.47 |
| 434 | Sr Instructor | HR L&D Gas NE | MGMT | Millbury Learning Center | E | 2,090.00 | 348.39 | 15,662.22 | - | 2,069.37 |
| 435 | Sr Instructor | HR L&D Gas NE | MGMT | Millbury Learning Center | E | 2,223.00 | 445.26 | 20,649.36 | 12.00 | 5,737.97 |
| 436 | Sr Instructor | HR L&D Gas NE | MGMT | Millbury Learning Center | E | 2,112.00 | 384.55 | 17,658.06 | - | 5,404.74 |
| 437 | Sr Instructor | HR L&D Gas NE | MGMT | Millbury Learning Center | E | 2,164.00 | 470.67 | 21,672.01 | - | 5,619.12 |
| 438 | Sr Instructor | HR L&D Gas NE | MGMT | Millbury Learning Center | E | 1,207.00 | 216.71 | 10,037.65 | 11.17 | 5,310.94 |
| 439 | Sr IT Analyst | EMS - NE | MGMT | Northboro - NGSrvCo | E | 2,209.00 | - | - | 335.55 | 10,314.87 |
| 440 | Sr IT Analyst | OMS | MGMT | Northboro - NGSrvCo | E | 2,140.53 | - | - | 475.46 | 15,214.42 |
| 441 | Sr IT Analyst | IS GMS | MGMT | Northboro - NGSrvCo | E | 2,088.00 | 278.22 | 10,938.34 | - | 2,680.31 |
| 442 | Sr Lab Technician | Engineering Lab NE | MGMT | Worc NGSrvCo SouthbridgeStreet | E | 2,120.00 | - | - | 426.72 | 12,649.26 |
| 443 | Sr Planner | Gas Supply Planning NE | MGMT | Reservoir Woods | E | 2,088.00 | 429.64 | 18,666.10 | - | 4,871.71 |
| 444 | Sr Program Manager | EE Program Execution MA | MGMT | Hopedale - NGSrvCo | E | 2,096.00 | - | - | 1,732.00 | 50,626.72 |
| 445 | Sr Program Manager | Business Process & Project Management | MGMT | Reservoir Woods | E | 2,096.00 | 37.58 | 1,580.99 | 283.19 | 11,326.72 |
| 446 | Sr Program Manager | Resource Planning NE | MGMT | Reservoir Woods | E | 2,087.94 | 94.41 | 386.99 | 326.53 | 14,546.94 |
| 447 | Sr Program Manager | Residential Program Execution | MGMT | Reservoir Woods | E | 2,096.00 | 448.00 | 17,929.22 | 448.00 | 17,929.22 |
| 448 | Sr Program Manager | Residential Program Execution | MGMT | Reservoir Woods | E | 2,095.00 | 582.50 | 23,283.42 | 466.00 | 19,908.44 |
| 449 | Sr Program Manager | Residential Program Execution | MGMT | Worc NGSrvCo SouthbridgeStreet | E | 2,088.00 | 319.98 | 12,791.57 | 6.00 | 3,537.20 |
| 450 | Sr Quality Inspector | Gas QA/QC | MGMT | Reservoir Woods | E | 2,088.00 | 248.00 | 10,632.40 | - | 2,764.16 |
| 451 | Sr Representative | Sales Processing A | MGMT | 280 Melrose Street | E | 2,099.00 | - | - | 865.50 | 25,763.02 |
| 452 | Sr Representative | Customer Connections | MGMT | Reservoir Woods | E | 2,088.00 | 1,001.00 | 25,080.32 | - | 4,719.72 |
| 453 | Sr Sales Representative | Commercial Sales NE 1 | MGMT | Providence Melrose St | E | 2,089.50 | 303.45 | 11,380.66 | 695.40 | 22,852.45 |
| 454 | Sr Sales Representative | Commercial Sales NE 1 | MGMT | Operations Center - Corporate | E | 2,088.00 | 1,812.00 | 67,926.84 | - | 18,198.40 |
| 455 | Sr Sales Representative | Inside Sales Gas | MGMT | NE Gas Dexter | E | 2,088.00 | 1,800.00 | 26,202.99 | - | 6,655.20 |
| 456 | Sr Sales Representative | Commercial Sales NE 1 | MGMT | Providence Melrose St | E | 2,094.00 | - | - | 907.00 | 15,208.08 |
| 457 | Sr Specialist | Vegetation Mgmt Strategy | MGMT | Reservoir Woods | E | 2,216.50 | - | - | 520.36 | 18,087.17 |
| 458 | Sr Specialist | Electric Ops & Market Relations | MGMT | Hicksville | E | 2,088.00 | - | - | 399.00 | 11,196.75 |
| 459 | Sr Supv Non Operations | Meter Test NE | MGMT | Worc NGSrvCo SouthbridgeStreet | E | 2,096.00 | - | - | 456.71 | 14,843.20 |
| 460 | Sr Supv Non Operations | Contact Center Northboro D2 | MGMT | Northboro - NGSrvCo | E | 2,164.00 | 209.52 | 8,409.47 | 401.84 | 13,813.86 |
| 461 | Sr Supv Non Operations | Meter Operations MA/NH | MGMT | Wilmington | E | 2,540.00 | 367.44 | 18,143.75 | - | 4,408.39 |
| 462 | Sr Supv Non Operations | Gas Contractors RI Supv S | MGMT | Reservoir Woods | E | 2,105.00 | 1,190.47 | 35,373.74 | - | 724.80 |
| 463 | Sr Supv Operations | Damage Prevention NE Gas RI | MGMT | NE Gas Dexter | E | 2,907.96 | 2,550.96 | 77,568.17 | 17.50 | 30,807.12 |
| 464 | Sr Supv Operations | Dispatch MGMT | MGMT | Northboro - NGSrvCo | E | 2,661.29 | 728.09 | 11,487.88 | 103.94 | 11,470.14 |
| 465 | Sr Supv Operations | Constr NE Gas Auxillary Operations | MGMT | NE Gas Dexter | E | 2,276.00 | 457.18 | 22,099.89 | - | 6,776.80 |
| 466 | Sr Supv Operations | Constr NE Gas Auxillary Operations | MGMT | NE Gas Dexter | E | 2,403.00 | 468.49 | 22,658.60 | - | 7,548.04 |
| 467 | Sr Supv Operations | Damage Prevention NE Gas | MGMT | NE Gas Dexter | E | 2,480.00 | 2,275.00 | 80,813.39 | - | 27,139.01 |
| 468 | Sr Supv Operations | Tele Ops NE South Provide | MGMT | Providence Melrose St | E | 2,130.50 | - | - | 979.50 | 33,637.65 |
| 469 | Sr Supv Operations | Transmission Forestry NE S | MGMT | Providence Melrose St | E | 2,248.50 | - | - | 1,871.96 | 60,191.10 |
| 470 | Sr Supv Operations | NE Facilities Operation2 | MGMT | 280 Melrose Street | E | 2,094.00 | 308.00 | 13,559.92 | 1,040.00 | 36,231.52 |
| 471 | Sr Supv Operations | CMS Elec West | MGMT | Worc NGSrvCo SouthbridgeStreet | E | 2,185.13 | 694.70 | 24,058.53 | 512.00 | 25,379.84 |
| 472 | Sr Supv Operations | I&R NE RI Cumber Approver | MGMT | Providence Melrose St | E | 2,689.71 | 2,141.96 | 35,944.92 | - | 10,988.33 |
| 473 | Sr Supv Operations | Constr NE Gas Aux Ops Dump Reclaim | MGMT | Allens Ave ServCo | E | 2,416.50 | 1,706.37 | 31,258.95 | - | 10,863.94 |
| 474 | Sr Supv Operations | Field Ops South NE Gas Approver 5110 | MGMT | NE Gas Dexter | E | 2,932.70 | 2,328.20 | 21,204.20 | 16.50 | 4,358.00 |
| 475 | Sr Supv Operations | I&R NE Rhode Island Approver | MGMT | Providence Melrose St | E | 2,310.00 | 2,096.00 | 49,844.66 | - | 14,097.56 |
| 476 | Sr Supv Operations | Prot Ops NE South Provide | MGMT | Providence Melrose St | E | 2,309.50 | - | - | 1,712.00 | 24,870.98 |
| 477 | Sr Supv Operations | Complex Construction NE 2 | MGMT | West Roxbury | E | 3,205.50 | 396.57 | 19,049.59 | - | 18,956.74 |
| 478 | Sr Supv Operations | Constr NE Gas South Inspectors | MGMT | NE Gas Dexter | E | 2,160.00 | 1,877.00 | 23,351.21 | - | 2,777.62 |
| 479 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,380.00 | - | - | 275.00 | 10,139.70 |
| 480 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 3,180.00 | - | - | 496.11 | 17,257.50 |
| 481 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,566.00 | - | - | 340.11 | 11,871.78 |
| 482 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,568.00 | - | - | 280.02 | 10,087.39 |
| 483 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,932.00 | - | - | 313.88 | 11,846.91 |
| 484 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,690.00 | - | - | 472.44 | 13,477.46 |
| 485 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,434.50 | - | - | 381.36 | 12,576.73 |
| 486 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,584.00 | - | - | 354.67 | 11,453.97 |

| | A | B | C | E | D | F | H | J | G | I |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Total | GAS | | ELECTRIC | |
| ID Number | Title | Job Description | Union/Non-Union | Primary Job Location | Band | Time Charged | Hours | $ Amount | Hours | $ Amount |
| 487 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,545.00 | - | - | 295.94 | 10,503.92 |
| 488 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,704.00 | - | - | 376.56 | 13,880.03 |
| 489 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,568.50 | - | - | 321.02 | 10,957.42 |
| 490 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,510.00 | - | - | 459.36 | 14,960.95 |
| 491 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,637.00 | - | - | 278.18 | 10,377.02 |
| 492 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,600.00 | - | - | 323.33 | 12,229.91 |
| 493 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,427.50 | - | - | 344.75 | 11,449.43 |
| 494 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,641.00 | - | - | 333.06 | 13,193.90 |
| 495 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,703.26 | - | - | 454.91 | 13,912.88 |
| 496 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,732.50 | - | - | 390.49 | 14,531.59 |
| 497 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,784.00 | - | - | 283.29 | 10,822.77 |
| 498 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,558.00 | - | - | 374.93 | 14,922.99 |
| 499 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,688.00 | - | - | 415.29 | 12,803.73 |
| 500 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,558.00 | - | - | 390.91 | 10,543.46 |
| 501 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,511.55 | - | - | 449.78 | 11,782.21 |
| 502 | Sr Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,536.00 | - | - | 395.61 | 12,365.94 |
| 503 | Sr Tech Supp Consultant | Market Strategy EE Technical Field Supp | MGMT | Reservoir Woods | E | 2,138.55 | - | - | 606.35 | 19,614.13 |
| 504 | Sr Technician | Tele Ops NE South Provide | Union | Providence Melrose St | Union | 2,258.75 | - | - | 1,022.50 | 31,784.59 |
| 505 | Sr Technician | Tele Ops NE South Provide | Union | Providence Melrose St | Union | 2,159.00 | - | - | 1,334.00 | 21,659.58 |
| 506 | Sr Technician | Tele Ops NE South Provide | Union | Providence Melrose St | Union | 2,461.00 | - | - | 1,360.95 | 20,390.78 |
| 507 | Sr Trader | Wholesale Electric Supply New England | MGMT | Albany - NGSrvCo | E | 2,088.00 | - | - | 380.00 | 14,458.68 |
| 508 | Sr. Process Manager | Field Ops South NE Gas Director | MGMT | Providence Dexter St | E | 2,088.00 | 1,992.00 | 30,424.57 | - | 7,500.35 |
| 509 | Statistcl Clk Gas Contrl | Gas Control NE | Union | Northboro \ NGSrvCo | Union | 2,251.00 | 443.22 | 15,348.04 | - | 3,994.95 |
| 510 | Supv Non Operations | Contact Center Northboro D6 | MGMT | Northboro - NGSrvCo | E | 2,152.50 | 219.60 | 7,339.90 | 427.74 | 12,297.60 |
| 511 | Supv Non Operations | Acct Maint & Oper Northboro Supv 1 | MGMT | Northboro - NGSrvCo | E | 2,220.50 | 264.52 | 9,742.09 | 486.10 | 15,910.73 |
| 512 | Supv Operations | CMS RI Elec 7 | MGMT | Providence Melrose St | E | 1,160.50 | 57.98 | 2,041.11 | 1,985.51 | 58,677.42 |
| 513 | Supv Operations | I&R NE Approver B | MGMT | Allens Ave ServCo | E | 2,361.00 | 1,874.50 | 42,342.14 | - | 10,012.15 |
| 514 | Supv Operations | CMS RI Gas 6 | MGMT | Providence Melrose St | E | 520.00 | 1,753.07 | 59,279.26 | - | 11,010.90 |
| 515 | Supv Operations | CMS RI Gas 1 | MGMT | Providence Melrose St | E | 2,237.75 | 1,903.75 | 26,645.94 | 32.00 | 9,058.74 |
| 516 | Supv Operations | Constr NE Gas South Inspectors | MGMT | Providence Dexter St | E | 2,338.75 | 2,028.82 | 15,368.18 | - | 1,190.74 |
| 517 | Supv Operations | CMS RI Gas 7 | MGMT | Providence Melrose St | E | 2,153.50 | 1,906.00 | 22,485.67 | 34.50 | 13,737.55 |
| 518 | Supv Operations | CMS Gas Braintree 5110 | MGMT | Reservoir Woods | E | 1,423.00 | 857.01 | 23,238.00 | - | - |
| 519 | Supv Operations | Field Ops South NE Gas 5110 | MGMT | Providence Melrose St | E | 1,018.75 | 2,155.25 | 29,439.50 | - | 6,486.48 |
| 520 | Supv Operations | Dispatch MGMT | MGMT | Northboro - NGSrvCo | E | 2,480.52 | 520.44 | 10,276.93 | 177.01 | 13,983.37 |
| 521 | Supv Operations | Meter Shop RI Approver | MGMT | Lincoln Service Co | E | 2,091.00 | 1,877.50 | 81,348.40 | - | 21,172.48 |
| 522 | Supv Operations | LNG RI Exeter 5110a | MGMT | Exeter LNG ServCo | E | 2,160.00 | 1,936.00 | 77,474.44 | - | 21,179.94 |
| 523 | Supv Operations | Transmission Forestry NE S | MGMT | Providence Melrose St | E | 2,182.00 | - | - | 1,590.03 | 52,227.92 |
| 524 | Supv Operations | LNG RI Cumberland | MGMT | Cumberland Scott Rd | E | 1,588.00 | 776.00 | 10,377.32 | - | 3,657.58 |
| 525 | SVP & US General Counsel | US General Counsel | MGMT | Hicksville | A | 2,104.00 | 48.12 | 7,508.51 | 116.95 | 15,783.91 |
| 526 | SVP Chief Customer Officer | Chief Customer Officer | MGMT | Reservoir Woods | A | 2,088.00 | 74.58 | 10,580.97 | 162.97 | 19,052.42 |
| 527 | SVP Chief Information Officer | Senior VP CIO | MGMT | Reservoir Woods | A | 2,088.00 | 50.38 | 7,643.64 | 122.80 | 17,052.61 |
| 528 | SVP Complex Capital Delivery | Complex Capital Delivery CCD | MGMT | Reservoir Woods | A | 2,088.00 | 48.81 | 6,115.08 | 118.10 | 12,441.60 |
| 529 | SVP Electric Process & Engineering | Electric Process and Engineering | MGMT | Reservoir Woods | A | 2,088.00 | - | - | 116.22 | 10,034.87 |
| 530 | SVP Gas Proc & Eng Chief Gas Eng | Gas Process and Engineering | MGMT | Hub Drive | A | 2,096.00 | 167.44 | 21,883.77 | - | 6,663.85 |
| 531 | SVP Operations and Engineering | Operations and Engineering | MGMT | Hicksville | A | 2,088.00 | 68.10 | 11,778.69 | 65.76 | 11,755.73 |
| 532 | Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,810.00 | - | - | 632.31 | 15,899.41 |
| 533 | Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,574.00 | - | - | 503.57 | 10,730.95 |
| 534 | Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,583.00 | - | - | 351.33 | 10,668.24 |
| 535 | Sys Control Ctr Operator | Dist Network Operations | MGMT | Northboro - NGSrvCo | E | 2,620.00 | - | - | 359.48 | 11,185.78 |
| 536 | Technician 3/C (80) | Tele Ops NE South Provide | Union | Providence Melrose St | Union | 2,400.00 | - | - | 1,419.00 | 32,616.26 |
| 537 | Tester | Meter Test NE | Union | Worc NGSrvCo SouthbridgeStreet | Union | 2,214.00 | - | - | 451.55 | 11,766.76 |
| 538 | Tester | Meter Test NE | Union | Worc NGSrvCo SouthbridgeStreet | Union | 2,567.50 | - | - | 578.02 | 12,813.06 |
| 539 | VP Aware to Repair Process | Aware to Repair | MGMT | Reservoir Woods | B | 2,032.00 | 136.69 | 10,048.38 | 3.63 | 2,250.60 |
| 540 | VP Control Ctr Operations | Control Center Operations | MGMT | Henry Clay Blvd (HCB-3) | B | 2,447.00 | 78.21 | 9,621.81 | 155.37 | 15,711.39 |

| | A | B | C | E | D | F | H | J | G | I |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Total | GAS | | ELECTRIC | |
| ID Number | Title | Job Description | Union/Non-Union | Primary Job Location | Band | Time Charged | Hours | $ Amount | Hours | $ Amount |
| 541 | VP Controller NE | Controller - NE | MGMT | MetroTech Center | B | 2,088.00 | 48.40 | 4,583.15 | 117.94 | 10,057.58 |
| 542 | VP Cust Meter Services NE | USNE CMS | MGMT | NE Gas Dexter | B | 2,088.00 | 156.34 | 14,103.35 | 294.54 | 22,763.99 |
| 543 | VP Deputy General Counsel | DGC Comml Finance M&A Real Estate | MGMT | Reservoir Woods | B | 1,760.00 | 41.71 | 5,508.98 | 101.12 | 10,988.14 |
| 544 | VP Energy Procurement | Energy Procurement | MGMT | 100 Old Cntry Rd Hicks | B | 2,088.00 | 63.93 | 7,714.98 | 116.85 | 12,373.82 |
| 545 | VP Federal Affairs | Federal Affairs | MGMT | Washington DC | B | 2,088.00 | 54.01 | 6,022.94 | 134.89 | 12,750.49 |
| 546 | VP Finance Excellence | Finance Process Engineering | MGMT | Reservoir Woods | B | 2,096.00 | 53.29 | 4,788.07 | 129.71 | 10,265.09 |
| 547 | VP Gas Asset Management | Gas Asset Mgmt | MGMT | Reservoir Woods | B | 2,088.00 | 129.61 | 11,895.77 | - | 3,071.60 |
| 548 | VP Gas Process & Business Requirements | Gas Process & Business Requirements | MGMT | Reservoir Woods | B | 2,167.00 | 116.65 | 11,003.23 | - | 3,078.15 |
| 549 | VP Gas Sys Engineering | Gas Systems Engineering VP | MGMT | Syracuse - NGSrvCo | B | 2,142.50 | 111.23 | 10,843.62 | 0.05 | 5,804.26 |
| 550 | VP Investment Strategy & Compliance | Electric Invest Strat and Reg Compliance | MGMT | Reservoir Woods | B | 2,096.00 | 0.72 | 96.25 | 114.53 | 10,818.43 |
| 551 | VP Labor Relations | Labor & Employee Relations | MGMT | Reservoir Woods | B | 2,229.50 | 144.10 | 13,665.09 | 42.74 | 4,570.48 |
| 552 | VP Litigation Environ & Empl | DGC Lit Env Emp LIPA & Comp A | MGMT | Hicksville | B | 2,088.00 | 41.03 | 5,001.14 | 99.80 | 10,296.98 |
| 553 | VP MA & Federal Regulatory | Legal MA & Fed Regulatory | MGMT | Reservoir Woods | B | 2,088.00 | 99.95 | 12,307.75 | 248.00 | 25,553.97 |
| 554 | VP Maint & Constr NE Elec | Ops Management NE | MGMT | Brockton - E Ashland St Bldg | B | 2,088.00 | - | - | 617.37 | 21,168.94 |
| 555 | VP Maintenance & Construction NE Gas | NE Gas Ops & Construction VP | MGMT | Reservoir Woods | B | 2,088.00 | 339.27 | 22,345.11 | - | 6,835.71 |
| 556 | VP Market Development | Market Development | MGMT | Reservoir Woods | B | 2,088.00 | 103.43 | 9,225.50 | 239.88 | 15,471.36 |
| 557 | VP Marketing & Cust Experience | Customer Engagement | MGMT | Hicksville | B | 2,086.34 | 71.49 | 8,465.92 | 155.88 | 15,822.42 |
| 558 | VP Operate Electric Network Process | Operate the Network | MGMT | Reservoir Woods | B | 2,088.00 | 48.75 | 4,955.19 | 122.04 | 10,652.92 |
| 559 | VP Process & Performance | Process & Performance | MGMT | Hicksville | B | 2,088.00 | 54.31 | 5,524.56 | 130.03 | 10,994.50 |
| 560 | VP Project Management & Complex Construc | Project Mgmt and Complex Construct | MGMT | Reservoir Woods | B | 2,096.00 | 59.45 | 6,382.00 | 116.35 | 12,519.59 |
| 561 | VP Public Safety Process | Public Safety | MGMT | Hub Drive | B | 2,120.00 | 159.93 | 13,664.53 | 3.63 | 2,351.43 |
| 562 | VP Reg & Pricing Officer NE | New England Revenue Requirements | MGMT | Reservoir Woods | B | 2,091.00 | 136.01 | 13,188.16 | 289.10 | 24,231.16 |
| 563 | VP Reg Strategy & Integ Analy | Reg Strategy & Int Analyt | MGMT | MetroTech Center | B | 2,096.00 | 32.11 | 3,381.68 | 106.53 | 10,128.48 |
| 564 | VP Sales & Sales Operation | Sales & Program Operations | MGMT | Hicksville | B | 2,090.00 | 55.43 | 6,107.44 | 125.38 | 12,058.97 |
| 565 | VP Service Company Business Partner CFO | Service Company Business Partner CFO | MGMT | Reservoir Woods | B | 2,088.00 | 50.93 | 5,626.27 | 123.71 | 11,533.89 |
| 566 | VP Solution Dev and Delivery | Solution Dev and Deliver | MGMT | Syracuse - NGSrvCo | B | 2,101.00 | 66.81 | 7,484.02 | 100.57 | 13,228.16 |
| 567 | VP Strategic Initiatives Fin Ops | VP Strategic Initiatives Fin Ops | MGMT | MetroTech Center | B | 2,088.00 | 55.10 | 5,774.11 | 133.97 | 12,225.28 |
| 568 | VP US Audit | VP US Audit | MGMT | Reservoir Woods | B | 2,088.00 | 48.29 | 4,900.14 | 117.39 | 10,368.06 |
| 569 | VP US Financial Controller | Shared Serv Finance Exec AS | MGMT | Reservoir Woods | B | 2,088.00 | 52.14 | 5,964.09 | 126.72 | 12,567.63 |
| 570 | VP US Procurement | US Procurement | MGMT | Reservoir Woods | B | 2,088.00 | 49.94 | 6,084.25 | 121.36 | 12,787.20 |
| 571 | VP US Shared Services | VP Services Delivery Center | MGMT | Syracuse - NGSrvCo | B | 2,585.25 | 63.48 | 7,899.27 | 158.12 | 16,523.79 |
| 572 | VP US Strategic Communication | Strategic Communications | MGMT | Reservoir Woods | B | 2,088.00 | 51.26 | 6,150.83 | 124.62 | 13,038.83 |
| 573 | VP US Treasurer | Treasury Officer US | MGMT | MetroTech Center | B | 2,104.00 | 49.39 | 7,846.67 | 123.01 | 16,305.11 |
| 574 | Work Coordinator | Work Coord NE Gas | MGMT | Reservoir Woods | E | 1,160.00 | 1,000.00 | 19,285.00 | - | 9,873.92 |
| 575 | Working Leader - Meter Ops | Meter Operations MA/NH | Union | Wilmington | Union | 2,296.00 | 398.49 | 16,576.81 | - | 4,046.50 |

| | | | | | K | |
|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 1 | Prin Analyst | MGMT | Reservoir Woods | D | - | 1,369 |
| 2 | Structural Specialist/cc | Union | Reservoir Woods | Union | - | 2,814 |
| 3 | Lead Supv Operations | MGMT | Reservoir Woods | E | - | 168 |
| 4 | Sr Supv Operations | MGMT | Northboro - NGSrvCo | E | - | 1,059 |
| 5 | Lead Engineer | MGMT | Providence Melrose St | D | - | 750 |
| 6 | Dir Vegetation Mgt | MGMT | Reservoir Woods | C | - | 1,296 |
| 7 | Prin Engineer | MGMT | Worc NGSrvCo SouthbridgeStreet | D | - | 1,760 |
| 8 | Manager EIC | MGMT | North Kingston 5110 | D | - | 638 |
| 9 | Lead Engineer | MGMT | Reservoir Woods | D | - | 520 |
| 10 | Acting Director | MGMT | Reservoir Woods | D | - | 400 |
| 11 | Exec Asst to Band A | MGMT | Reservoir Woods | F | - | 212 |
| 12 | Sr Supv Operations | MGMT | Reservoir Woods | E | - | 170 |
| 13 | Working Leader/cc | Union | Reservoir Woods | Union | - | 2,983 |
| 14 | Operations Clerk | Union | Providence Melrose St | Union | - | 2,066 |
| 15 | Prin Engineer | MGMT | Providence Melrose St | D | - | 1,005 |
| 16 | Lead Relay Technician | MGMT | Providence Melrose St | E | - | 1,266 |
| 17 | Sr Supv Non Operations | MGMT | Northboro - NGSrvCo | E | - | 608 |
| 18 | Material Handler B | Union | NE Distrib Center (SUTTON) | Union | - | 111 |
| 19 | Sr Analyst | MGMT | Northboro - NGSrvCo | E | - | 8 |
| 20 | Lead Process Manager | MGMT | Providence Melrose St | D | - | 2,523 |
| 21 | Lead Energy Integration Consultant | MGMT | North Kingston 5110 | D | - | 1,665 |
| 22 | Sr IT Engineer | MGMT | Northboro - NGSrvCo | E | - | 210 |
| 23 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | - | 231 |
| 24 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | - | 58 |
| 25 | Sr Supv Operations | MGMT | Northboro - NGSrvCo | E | - | 2,960 |
| 26 | Lead Program Manager | MGMT | Worc NGSrvCo SouthbridgeStreet | D | - | 684 |
| 27 | Sys Control Ctr Operator | MGMT | Northboro - NGSrvCo | E | - | 568 |
| 28 | Sr Safety Representative | MGMT | Northboro - NGSrvCo | E | - | 58 |
| 29 | Lead Program Manager | MGMT | Northboro - NGSrvCo | D | - | 1,437 |
| 30 | Lead Eng Supv-Ntwrk Strat | MGMT | Haverhill 183 Water St | D | - | 2,382 |
| 31 | Material Handler A Yard | Union | NE Distrib Center (SUTTON) | Union | - | 332 |
| 32 | Dir Electric Asset Mgt | MGMT | Reservoir Woods | C | - | 1,954 |

| | | | | | K | |
|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 33 | Material Handler (NEDC) | Union | NE Distrib Center (SUTTON) | Union | - | 103 |
| 34 | Material Handler (NEDC) | Union | NE Distrib Center (SUTTON) | Union | - | 103 |
| 35 | Lead Program Manager | MGMT | Providence Melrose St | D | - | 2,160 |
| 36 | Operations Clerk | Union | Providence Melrose St | Union | - | 2,609 |
| 37 | 1/Class Relay Technician | MGMT | Providence Melrose St | E | - | 509 |
| 38 | Working Leader/cc | Union | Reservoir Woods | Union | - | 2,814 |
| 39 | Lead IT Analyst | MGMT | Northboro - NGSrvCo | D | - | 260 |
| 40 | Operations Clerk | Union | Providence Melrose St | Union | - | 632 |
| 41 | Lead Analyst | MGMT | Reservoir Woods | D | - | 211 |
| 42 | Lead IT Analyst | MGMT | Northboro - NGSrvCo | D | - | 234 |
| 43 | Lead Analyst | MGMT | Reservoir Woods | D | - | 373 |
| 44 | Lead Program Manager | MGMT | Reservoir Woods | D | - | 922 |
| 45 | Prin Program Manager | MGMT | Reservoir Woods | D | - | 637 |
| 46 | Material Handler B (NEDC) | Union | NE Distrib Center (SUTTON) | Union | - | 115 |
| 47 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | - | 55 |
| 48 | Manager | MGMT | Providence Melrose St | D | - | 1,241 |
| 49 | Lead Relay Technician | MGMT | Providence Melrose St | E | - | 1,131 |
| 50 | Sr Analyst | MGMT | Providence Melrose St | E | - | 898 |
| 51 | Material Handler (NEDC) | Union | NE Distrib Center (SUTTON) | Union | - | 103 |
| 52 | Prin Project Manager | MGMT | 280 Melrose Street | D | - | 2,313 |
| 53 | Lead Planner | MGMT | Reservoir Woods | D | - | 2,956 |
| 54 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | - | 2 |
| 55 | Sr Supv Operations | MGMT | Northboro - NGSrvCo | E | - | 1,683 |
| 56 | Lead IT Analyst | MGMT | Northboro - NGSrvCo | D | - | 277 |
| 57 | Engineer Manager | MGMT | Reservoir Woods | D | - | 1,218 |
| 58 | Material Handler B (NEDC) | Union | NE Distrib Center (SUTTON) | Union | - | 115 |
| 59 | Working Leader | Union | NE Distrib Center (SUTTON) | Union | - | 115 |
| 60 | Material Handler (NEDC) | Union | NE Distrib Center (SUTTON) | Union | - | 103 |
| 61 | Call Center Team Lead | Union | Northboro - NGSrvCo | Union | - | 54 |
| 62 | Material Handler | Union | NE Distrib Center (SUTTON) | Union | - | 261 |
| 63 | Sr Supv Operations | MGMT | Northampton 5110 | E | - | 463 |
| 64 | Util Worker 1/C | Union | Reservoir Woods | Union | - | 2,537 |

| | | | | | K | |
|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 65 | Lead Coordinator | MGMT | North Andover 5110 | D | - | 171 |
| 66 | Prin Engineer | MGMT | Somerset - Mass Electric Co 99 | D | - | 1,609 |
| 67 | Claims Representative | MGMT | Reservoir Woods | E | | 102 |
| 68 | Sr Supv Operations | MGMT | Northboro - NGSrvCo | E | | 3,984 |
| 69 | Accounts Processing Team Lead | Union | Northboro - NGSrvCo | Union | | 1 |
| 70 | Sr Supv Operations | MGMT | Reservoir Woods | E | | 2,196 |
| 71 | Utility Worker 3/C/cc | Union | Reservoir Woods | Union | | 2,199 |
| 72 | Manager | MGMT | Northboro - NGSrvCo | D | | 108 |
| 73 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 57 |
| 74 | Lead Program Manager | MGMT | Providence Melrose St | D | | 657 |
| 75 | Prin Program Manager | MGMT | Northboro - NGSrvCo | D | | 31 |
| 76 | Prin Analyst | MGMT | Reservoir Woods | D | | 909 |
| 77 | Lead Technician | Union | Providence Melrose St | Union | | 1,242 |
| 78 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 54 |
| 79 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 58 |
| 80 | Sr Analyst | MGMT | Northboro - NGSrvCo | E | | 29 |
| 81 | Sr Supv Operations | MGMT | Northboro - NGSrvCo | E | | 2,578 |
| 82 | Manager | MGMT | Worc NGSrvCo SouthbridgeStreet | D | | 182 |
| 83 | Sr Map & Record Tech | Union | Northboro - NGSrvCo | Union | | 542 |
| 84 | Dir IT Support | MGMT | Reservoir Woods | C | | 698 |
| 85 | Structural Specialist /cc/ with Tanker E | Union | Reservoir Woods | Union | | 2,814 |
| 86 | Dir Compliance | MGMT | Reservoir Woods | C | | 1,549 |
| 87 | Switchboard Electrician | Union | Reservoir Woods | Union | | 3,007 |
| 88 | Lead Engineer | MGMT | Attleboro | D | | 466 |
| 89 | Dir Workforce Planning | MGMT | Reservoir Woods | C | | 311 |
| 90 | Sr Lab Technician | MGMT | Worc NGSrvCo SouthbridgeStreet | E | | 51 |
| 91 | Lead Sales Representative | MGMT | Worc NGSrvCo SouthbridgeStreet | D | | 368 |
| 92 | Lead Analyst | MGMT | Northboro - NGSrvCo | D | | 33 |
| 93 | Prin Project Manager - Ops | MGMT | Reservoir Woods | D | | 1,420 |
| 94 | Lead Analyst | MGMT | Northboro - NGSrvCo | D | | 263 |
| 95 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 229 |
| 96 | Material Handler A Yard | Union | NE Distrib Center (SUTTON) | Union | | 111 |

| | | | | | K | |
|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 97 | Lead Engineer | MGMT | Reservoir Woods | D | | 280 |
| 98 | Asst Analyst | MGMT | Reservoir Woods | F | | 100 |
| 99 | Prin Program Manager | MGMT | Reservoir Woods | D | | 521 |
| 100 | Sr Supv Operations | MGMT | NE Gas Dexter | E | | 951 |
| 101 | Sr Field Coordinator | MGMT | Providence Melrose St | E | | 661 |
| 102 | Prin Engineer | MGMT | Reservoir Woods | D | | 842 |
| 103 | Manager | MGMT | Reservoir Woods | D | | 652 |
| 104 | Sr Representative | MGMT | Reservoir Woods | E | | 914 |
| 105 | Call Center Team Lead | Union | Northboro - NGSrvCo | Union | | 76 |
| 106 | Prin Engineer | MGMT | Providence Melrose St | D | | 1,503 |
| 107 | Prin Engineer | MGMT | Lincoln 5110 | D | | 708 |
| 108 | Senior Relay Technician | MGMT | Providence Melrose St | E | | 764 |
| 109 | Lead Engineer | MGMT | Reservoir Woods | D | | 1,312 |
| 110 | Sr Analyst | MGMT | Somerset - Mass Electric Co 99 | E | | 561 |
| 111 | Lead Sales Representative | MGMT | Providence Melrose St | D | | 793 |
| 112 | Prin Program Manager | MGMT | Providence Melrose St | D | | 940 |
| 113 | Senior Relay Technician | MGMT | Providence Melrose St | E | | 1,082 |
| 114 | Operations Clerk | Union | Middletown 5110 | Union | | 2,946 |
| 115 | Lead Supv Non Operations | MGMT | NE Distrib Center (SUTTON) | E | | 282 |
| 116 | Sr Analyst | MGMT | NE Gas Dexter | E | | 475 |
| 117 | Real Estate Representative | MGMT | Providence Melrose St | E | | 135 |
| 118 | Lead IT Engineer | MGMT | Northboro - NGSrvCo | D | | 126 |
| 119 | Dir Process & Performance | MGMT | Reservoir Woods | C | | 630 |
| 120 | Prin Engineer | MGMT | Somerset - Mass Electric Co 99 | D | | 542 |
| 121 | Lead Shift Supv Control Room | MGMT | Northboro - NGSrvCo | D | | 1,956 |
| 122 | Prin Analyst | MGMT | Reservoir Woods | D | | 704 |
| 123 | Sr Technician | Union | Providence Melrose St | Union | | 1,592 |
| 124 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 229 |
| 125 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 54 |
| 126 | Lead Coordinator | MGMT | Providence Melrose St | D | | 3,265 |
| 127 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 82 |
| 128 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 59 |

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|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 129 | Commercial Account Representative | Union | Northboro - NGSrvCo | Union | | 58 |
| 130 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 231 |
| 131 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 54 |
| 132 | Lead Program Manager | MGMT | Somerset - Mass Electric Co 99 | D | | 1,500 |
| 133 | Commercial Account Representative | Union | Northboro - NGSrvCo | Union | | 58 |
| 134 | Manager | MGMT | Reservoir Woods | D | | 1,026 |
| 135 | Lead Engineer | MGMT | Worc NGSrvCo SouthbridgeStreet | D | | 1,878 |
| 136 | Sr Program Manager | MGMT | Reservoir Woods | E | | 445 |
| 137 | Lead Engineer | MGMT | Providence Melrose St | D | | 900 |
| 138 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 70 |
| 139 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 231 |
| 140 | Sr Supv Non Operations | MGMT | Northboro - NGSrvCo | E | | 89 |
| 141 | Lead Project Manager | MGMT | Reservoir Woods | D | | 160 |
| 142 | Electrician 1/C | Union | Reservoir Woods | Union | | 2,233 |
| 143 | Working Leader - Electrical | Union | Reservoir Woods | Union | | 2,508 |
| 144 | Commercial Account Representative | Union | Northboro - NGSrvCo | Union | | 58 |
| 145 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 59 |
| 146 | Material Handler A Yard | Union | NE Distrib Center (SUTTON) | Union | | 111 |
| 147 | Lead Supv Operations | MGMT | Lincoln 5110 | E | | 3,119 |
| 148 | Material Handler A | Union | NE Distrib Center (SUTTON) | Union | | 101 |
| 149 | Engineer Manager | MGMT | Reservoir Woods | D | | 130 |
| 150 | Prin Engineer | MGMT | Syracuse - NGSrvCo | D | | 1,361 |
| 151 | Lead IT Analyst | MGMT | HCB3 Ops Hdqtrs 5110 | D | | 87 |
| 152 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 201 |
| 153 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 59 |
| 154 | Lead Coordinator | MGMT | Monson 5110 | D | | 1,248 |
| 155 | Lead Analyst | MGMT | HCB3 Ops Hdqtrs 5110 | D | | 96 |
| 156 | Lead Project Manager - Ops | MGMT | Reservoir Woods | D | | 2,135 |
| 157 | Switchboard Electrician | Union | Reservoir Woods | Union | | 3,077 |
| 158 | Dir Asset Data and Analytics | MGMT | Syracuse - NGSrvCo | C | | 227 |
| 159 | Manager | MGMT | Niagara Falls 5110 | D | | 2,185 |
| 160 | Sr Supv Operations | MGMT | Batavia Service Center | E | | 3,392 |

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|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 161 | Lead Coordinator | MGMT | Albany - NGSrvCo | D | | 3,564 |
| 162 | Engineer Manager | MGMT | Syracuse - NGSrvCo | D | | 814 |
| 163 | VP Control Ctr Operations | MGMT | HCB3 Ops Hdqtrs 5110 | B | | 813 |
| 164 | Dir Customer Connections | MGMT | Syracuse - NGSrvCo | C | | 313 |
| 165 | Commercial Account Representative | Union | Northboro - NGSrvCo | Union | | 56 |
| 166 | Engineer Manager | MGMT | Reservoir Woods | D | | 517 |
| 167 | Lead Analyst | MGMT | Worc NGSrvCo SouthbridgeStreet | D | | 395 |
| 168 | Sr IT Analyst | MGMT | Northboro - NGSrvCo | E | | 123 |
| 169 | Sr Real Estate Representative | MGMT | Providence Melrose St | E | | 314 |
| 170 | Supv Non Operations | MGMT | Northboro - NGSrvCo | E | | 84 |
| 171 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 147 |
| 172 | Manager | MGMT | Millbury Learning Center | D | | 738 |
| 173 | Dir Sales | MGMT | Providence Melrose St | C | | 977 |
| 174 | Manager | MGMT | Providence Melrose St | D | | 2,733 |
| 175 | Senior Relay Technician | MGMT | Providence Melrose St | E | | 953 |
| 176 | Lead Outage Coordinator | MGMT | Northboro - NGSrvCo | D | | 685 |
| 177 | Sr Engineer | MGMT | Worc NGSrvCo SouthbridgeStreet | E | | 1,329 |
| 178 | Lead Program Manager | MGMT | Providence Dexter St | D | | 1,411 |
| 179 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 316 |
| 180 | Lead Program Manager | MGMT | Reservoir Woods | D | | 135 |
| 181 | Sr Technician | Union | Providence Melrose St | Union | | 1,099 |
| 182 | Supv Non Operations | MGMT | Northboro - NGSrvCo | E | | 28 |
| 183 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 238 |
| 184 | Switchboard Electrician | Union | Reservoir Woods | Union | | 3,007 |
| 185 | Switchboard Electrician | Union | Reservoir Woods | Union | | 3,007 |
| 186 | Prin Program Manager | MGMT | Reservoir Woods | D | | 1,151 |
| 187 | Contractor | MGMT | Reservoir Woods | Not Assigned | | (7,628) |
| 188 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 305 |
| 189 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 57 |
| 190 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 178 |
| 191 | Sr Sys Control Ctr Operator | MGMT | Northboro - NGSrvCo | E | | 2,344 |
| 192 | Prin Program Manager | MGMT | Providence Melrose St | D | | 1,940 |

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|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 193 | Assoc Representative | MGMT | Worc NGSrvCo SouthbridgeStreet | F | | 2 |
| 194 | 1/Class Relay Technician | MGMT | Providence Melrose St | E | | 1,076 |
| 195 | Lead Program Manager | MGMT | Providence Melrose St | D | | 1,778 |
| 196 | Manager | MGMT | Reservoir Woods | D | | 986 |
| 197 | Lead Analyst | MGMT | Lincoln 5110 | D | | 1,101 |
| 198 | Prin Project Manager | MGMT | NE Gas Dexter | D | | 896 |
| 199 | Sr Quality Inspector | MGMT | NE Distrib Center (SUTTON) | E | | 53 |
| 200 | Lead Representative | MGMT | Providence Melrose St | D | | 283 |
| 201 | Lead Process Manager | MGMT | NE Gas Dexter | D | | 1,137 |
| 202 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 291 |
| 203 | Lead Analyst | MGMT | Providence Melrose St | D | | 867 |
| 204 | Sr Analyst | MGMT | Providence Melrose St | E | | 55 |
| 205 | Lead Analyst | MGMT | Lincoln 5110 | D | | 586 |
| 206 | Sr Claims Representative | MGMT | Lincoln Service Co | E | | 523 |
| 207 | Sr Analyst | MGMT | Providence Melrose St | E | | 329 |
| 208 | Lead IT Analyst | MGMT | Northboro - NGSrvCo | D | | 167 |
| 209 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 81 |
| 210 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 256 |
| 211 | Lead Analyst | MGMT | Reservoir Woods | D | | 1,121 |
| 212 | Supv Non Operations | MGMT | NE Distrib Center (SUTTON) | E | | 242 |
| 213 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 58 |
| 214 | Prin Program Manager | MGMT | Reservoir Woods | D | | 507 |
| 215 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 54 |
| 216 | Acting Manager | MGMT | Northboro - NGSrvCo | D | | 93 |
| 217 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 54 |
| 218 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 54 |
| 219 | Sr Project Manager | MGMT | Reservoir Woods | E | | 1,881 |
| 220 | Revenue Service Associate II | Union | Northboro - NGSrvCo | Union | | 58 |
| 221 | Supv Operations | MGMT | Reservoir Woods | E | | 156 |
| 222 | Lead Process Manager | MGMT | Providence Melrose St | D | | 524 |
| 223 | Shift Supv Control Room | MGMT | Northboro - NGSrvCo | D | | 518 |
| 224 | Sr Analyst | MGMT | Northboro \ NGSrvCo | E | | 83 |

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|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 225 | Sr Analyst | MGMT | Reservoir Woods | E | | 592 |
| 226 | Material Handler | Union | NE Distrib Center (SUTTON) | Union | | 94 |
| 227 | Sr Supv Operations | MGMT | Reservoir Woods | E | | 2,196 |
| 228 | Representative | MGMT | Reservoir Woods | E | | 396 |
| 229 | Lead Analyst | MGMT | Reservoir Woods | D | | 500 |
| 230 | Sr Supv Operations | MGMT | Providence Melrose St | E | | 156 |
| 231 | Sr Analyst | MGMT | Reservoir Woods | E | | 309 |
| 232 | Revenue Service Associate II | Union | Northboro - NGSrvCo | Union | | 58 |
| 233 | Material Handler A Yard | Union | NE Distrib Center (SUTTON) | Union | | 111 |
| 234 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 57 |
| 235 | Sr Supv Operations | MGMT | Reservoir Woods | E | | 3,701 |
| 236 | Lead Engineer | MGMT | Reservoir Woods | D | | 552 |
| 237 | Call Center Team Lead | Union | Northboro - NGSrvCo | Union | | 60 |
| 238 | Lead Contract Manager | MGMT | Reservoir Woods | D | | 822 |
| 239 | Sr Supv Operations | MGMT | Providence Melrose St | E | | 1,221 |
| 240 | Real Estate Representative | MGMT | Providence Melrose St | E | | 60 |
| 241 | Manager | MGMT | Reservoir Woods | D | | 711 |
| 242 | Sr Engineer | MGMT | Providence Melrose St | E | | 218 |
| 243 | Revenue Service Associate II | Union | Northboro - NGSrvCo | Union | | 58 |
| 244 | Operations Clerk | Union | North Kingston 5110 | Union | | 156 |
| 245 | Sr Engineer | MGMT | Reservoir Woods | E | | 1,216 |
| 246 | Sr Supv Operations | MGMT | Reservoir Woods | E | | 438 |
| 247 | Material Handler (NEDC) | Union | NE Distrib Center (SUTTON) | Union | | 103 |
| 248 | Engineer | MGMT | Northboro - NGSrvCo | E | | 256 |
| 249 | Sr Instructor | MGMT | Millbury Learning Center | E | | 827 |
| 250 | Lead Analyst | MGMT | Reservoir Woods | D | | 1,600 |
| 251 | Map & Record Tech B | Union | Northboro - NGSrvCo | Union | | 127 |
| 252 | Sr Instructor | MGMT | Millbury Learning Center | E | | 907 |
| 253 | Sr Specialist | MGMT | Reservoir Woods | E | | 2,223 |
| 254 | Manager | MGMT | Reservoir Woods | D | | 1,505 |
| 255 | Manager | MGMT | Reservoir Woods | D | | 1,578 |
| 256 | Establish Service Rep 2A | Union | Reservoir Woods | Union | | 58 |

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|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 257 | Lead Project Manager | MGMT | Reservoir Woods | D | | 800 |
| 258 | Supv Non Operations | MGMT | Northboro - NGSrvCo | E | | 14 |
| 259 | Manager | MGMT | Northboro - NGSrvCo | D | | 256 |
| 260 | Material Handler | Union | NE Distrib Center (SUTTON) | Union | | 87 |
| 261 | Revenue Service Associate II | Union | Northboro - NGSrvCo | Union | | 38 |
| 262 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 57 |
| 263 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 54 |
| 264 | Manager | MGMT | Reservoir Woods | D | | 172 |
| 265 | Prin Program Manager | MGMT | 2nd Ave Waltham | D | | 78 |
| 266 | Sr Analyst | MGMT | Reservoir Woods | E | | 38 |
| 267 | Manager | MGMT | Reservoir Woods | D | | 2,423 |
| 268 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 38 |
| 269 | Lead Estimator | MGMT | Reservoir Woods | D | | 195 |
| 270 | Principal Estimator | MGMT | Reservoir Woods | D | | 239 |
| 271 | Analyst | MGMT | Reservoir Woods | E | | 16 |
| 272 | Sr Technician | Union | Providence Melrose St | Union | | 1,772 |
| 273 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 36 |
| 274 | Dir Fin Business Partnering | MGMT | Reservoir Woods | C | | 151 |
| 275 | Sr Representative | MGMT | Providence Melrose St | E | | 595 |
| 276 | Sr Sys Control Ctr Operator | MGMT | Northboro - NGSrvCo | E | | 907 |
| 277 | Lead Engineer | MGMT | Reservoir Woods | D | | 107 |
| 278 | Lead Training Rep Cntrol Ctr | MGMT | Northboro - NGSrvCo | D | | 423 |
| 279 | Coordinator | MGMT | Providence Melrose St | E | | 1,184 |
| 280 | Lead Analyst | MGMT | Syracuse - NGSrvCo | D | | 63 |
| 281 | Sr Supv Non Operations | MGMT | Malden Commercial St 5110 | E | | 210 |
| 282 | Manager | MGMT | Providence Melrose St | D | | 808 |
| 283 | Dir Business Resilience | MGMT | Reservoir Woods | C | | 135 |
| 284 | Lead Energy Integration Consultant | MGMT | Reservoir Woods | D | | 964 |
| 285 | Lead Program Manager | MGMT | Reservoir Woods | D | | 1,113 |
| 286 | Program Manager | MGMT | Reservoir Woods | E | | 12 |
| 287 | Dir IT Support | MGMT | Hicksville | C | | 331 |
| 288 | Lead Analyst | MGMT | Reservoir Woods | D | | 66 |

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|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 289 | Sr Analyst | MGMT | Reservoir Woods | E | | 558 |
| 290 | Prin Program Manager | MGMT | Melville Hub Drive 5110 | D | | 121 |
| 291 | Sr Engineer | MGMT | Reservoir Woods | E | | 785 |
| 292 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 58 |
| 293 | Lead Analyst | MGMT | Providence Melrose St | D | | 1,721 |
| 294 | Prin Partner | MGMT | Providence Dexter St | D | | 2,345 |
| 295 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 44 |
| 296 | Sr Analyst | MGMT | Reservoir Woods | E | | 1,101 |
| 297 | Operations Clerk | Union | Providence Melrose St | Union | | 1,525 |
| 298 | Material Handler | Union | NE Distrib Center (SUTTON) | Union | | 101 |
| 299 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 54 |
| 300 | Material Handler A Yard | Union | NE Distrib Center (SUTTON) | Union | | 111 |
| 301 | Assoc Engineer | MGMT | Reservoir Woods | F | | 3,743 |
| 302 | Sr Supv Operations | MGMT | NE Gas Dexter | E | | 1,198 |
| 303 | Lead Supv Operations | MGMT | Syracuse - NGSrvCo | E | | 1,505 |
| 304 | Sr Analyst | MGMT | West Roxbury | E | | 298 |
| 305 | Analyst | MGMT | Reservoir Woods | E | | 1,303 |
| 306 | Commercial Account Representative | Union | Northboro - NGSrvCo | Union | | 58 |
| 307 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 160 |
| 308 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 50 |
| 309 | Sr Supv Operations | MGMT | Providence Melrose St | E | | 841 |
| 310 | Electrician 2/C | Union | Reservoir Woods | Union | | 94 |
| 311 | Material Handler | Union | NE Distrib Center (SUTTON) | Union | | 101 |
| 312 | Sr Engineer | MGMT | Reservoir Woods | E | | 1,039 |
| 313 | Analyst | MGMT | Reservoir Woods | E | | 855 |
| 314 | Principal Process Manager | MGMT | Providence Melrose St | D | | 1,326 |
| 315 | Revenue Service Associate II | Union | Northboro - NGSrvCo | Union | | 44 |
| 316 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 44 |
| 317 | Call Center Team Lead | Union | Northboro - NGSrvCo | Union | | 77 |
| 318 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 52 |
| 319 | Lead Eng Supv-Operations | MGMT | 280 Melrose Street | D | | 411 |
| 320 | Sr Sys Control Ctr Operator | MGMT | Northboro - NGSrvCo | E | | 706 |

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|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 321 | Representative | MGMT | Providence Melrose St | E | | 449 |
| 322 | Sr Analyst | MGMT | Providence Melrose St | E | | 1,047 |
| 323 | Lead Program Manager | MGMT | Providence Melrose St | D | | 384 |
| 324 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 106 |
| 325 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 41 |
| 326 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 46 |
| 327 | Material Handler | Union | NE Distrib Center (SUTTON) | Union | | 87 |
| 328 | Assoc Supv Operations | MGMT | Northboro - NGSrvCo | F | | 59 |
| 329 | Lead Analyst | MGMT | Reservoir Woods | D | | 1,917 |
| 330 | Sys Control Ctr Operator | MGMT | Northboro - NGSrvCo | E | | 505 |
| 331 | Sr Analyst | MGMT | Reservoir Woods | E | | 57 |
| 332 | Engineer | MGMT | Reservoir Woods | E | | 657 |
| 333 | Analyst | MGMT | Reservoir Woods | E | | 486 |
| 334 | Sr Contract Manager | MGMT | Reservoir Woods | E | | 801 |
| 335 | Material Handler | Union | NE Distrib Center (SUTTON) | Union | | 94 |
| 336 | Driver-Utility 2/C | Union | Northboro - NGSrvCo | Union | | 302 |
| 337 | Material Handler | Union | NE Distrib Center (SUTTON) | Union | | 94 |
| 338 | Material Handler | Union | NE Distrib Center (SUTTON) | Union | | 94 |
| 339 | Material Handler A | Union | NE Distrib Center (SUTTON) | Union | | 94 |
| 340 | Sys Control Ctr Operator | MGMT | Northboro - NGSrvCo | E | | 505 |
| 341 | Manager | MGMT | Reservoir Woods | D | | 363 |
| 342 | Sr Safety Representative | MGMT | Providence Melrose St | E | | 597 |
| 343 | Category Manager | MGMT | Reservoir Woods | D | | 652 |
| 344 | Lead Project Manager - Ops | MGMT | Reservoir Woods | D | | 247 |
| 345 | Operations Clerk | Union | Providence Melrose St | Union | | 139 |
| 346 | Consultant | MGMT | Reservoir Woods | E | | 439 |
| 347 | Utility Worker 1C/cc | Union | Reservoir Woods | Union | | 2,346 |
| 348 | Lead Analyst | MGMT | Reservoir Woods | D | | 1,157 |
| 349 | Surveyor | MGMT | Providence Melrose St | E | | 616 |
| 350 | Sr Engineer | MGMT | 280 Melrose Street | E | | 576 |
| 351 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 137 |
| 352 | Assoc Analyst | MGMT | Northboro \ NGSrvCo | F | | 33 |

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|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 353 | Prin Engineer | MGMT | Reservoir Woods | D | | 977 |
| 354 | Revenue Service Associate II | Union | Northboro - NGSrvCo | Union | | 38 |
| 355 | Analyst | MGMT | Reservoir Woods | E | | 188 |
| 356 | Representative | MGMT | Reservoir Woods | E | | 229 |
| 357 | Assoc Representative | MGMT | Providence Melrose St | F | | 321 |
| 358 | Engineer | MGMT | Providence Melrose St | E | | 247 |
| 359 | Technician 2/C (80) | Union | Providence Melrose St | Union | | 1,339 |
| 360 | Sr Contract Manager | MGMT | Reservoir Woods | E | | 771 |
| 361 | Designer A | Union | Reservoir Woods | Union | | 1,440 |
| 362 | Revenue Service Associate II | Union | Northboro - NGSrvCo | Union | | 36 |
| 363 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 36 |
| 364 | Lead Analyst | MGMT | Providence Melrose St | D | | 390 |
| 365 | Electrician 1/C | Union | Northboro - NGSrvCo | Union | | 2,212 |
| 366 | Designer A | Union | Reservoir Woods | Union | | 606 |
| 367 | Prin Analyst | MGMT | Reservoir Woods | D | | 1,086 |
| 368 | Sr Analyst | MGMT | Reservoir Woods | E | | 16 |
| 369 | Material Handler | Union | NE Distrib Center (SUTTON) | Union | | 36 |
| 370 | Establish Service Rep 2A | Union | Reservoir Woods | Union | | 36 |
| 371 | Material Handler | Union | NE Distrib Center (SUTTON) | Union | | 36 |
| 372 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 115 |
| 373 | Establish Service Rep 2A | Union | Reservoir Woods | Union | | 126 |
| 374 | Establish Service Rep 2A | Union | Reservoir Woods | Union | | 115 |
| 375 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 126 |
| 376 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 115 |
| 377 | Assoc Supv Non Operations | MGMT | Northboro - NGSrvCo | F | | 47 |
| 378 | Material Handler | Union | NE Distrib Center (SUTTON) | Union | | 119 |
| 379 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 192 |
| 380 | Supv Operations | MGMT | Providence Melrose St | E | | 1,145 |
| 381 | Revenue Service Team Lead | Union | Northboro - NGSrvCo | Union | | 36 |
| 382 | Assoc Supv Non Operations | MGMT | Northboro - NGSrvCo | F | | 36 |
| 383 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 36 |
| 384 | Assoc Analyst | MGMT | Reservoir Woods | F | | 35 |

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|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 385 | Revenue Service Associate II | Union | Northboro - NGSrvCo | Union | | 36 |
| 386 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 89 |
| 387 | Dispatcher 1 | Union | Northboro - NGSrvCo | Union | | 43 |
| 388 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 33 |
| 389 | Assoc Supv Non Operations | MGMT | Northboro - NGSrvCo | F | | 82 |
| 390 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 82 |
| 391 | Sr Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 89 |
| 392 | Clerk | Union | Malden Commercial St 5110 | Union | | 89 |
| 393 | Assoc Supv Non Operations | MGMT | Northboro - NGSrvCo | F | | 612 |
| 394 | Assoc Coordinator | MGMT | Northboro - NGSrvCo | F | | 53 |
| 395 | Assoc Operator | MGMT | Northboro - NGSrvCo | F | | 512 |
| 396 | Assoc Operator | MGMT | Northboro - NGSrvCo | F | | 512 |
| 397 | Operations Clerk | Union | Brockton - NGSrvCo | Union | | 35 |
| 398 | Coordinator | MGMT | Reservoir Woods | E | | 448 |
| 399 | Dir Process Improvement | MGMT | Reservoir Woods | C | | 383 |
| 400 | Dispatcher 1 | Union | Northboro - NGSrvCo | Union | | 35 |
| 401 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 35 |
| 402 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 35 |
| 403 | Sr Analyst | MGMT | Northboro - NGSrvCo | E | | 250 |
| 404 | Sr Safety Representative | MGMT | Providence Melrose St | E | | 586 |
| 405 | Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 35 |
| 406 | Revenue Service Associate II | Union | Northboro - NGSrvCo | Union | | 35 |
| 407 | Analyst | MGMT | Reservoir Woods | E | | 51 |
| 408 | Sr Analyst | MGMT | Reservoir Woods | E | | 763 |
| 409 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 35 |
| 410 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 35 |
| 411 | Revenue Service Associate II | Union | Northboro - NGSrvCo | Union | | 35 |
| 412 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 35 |
| 413 | Revenue Service Associate II | Union | Northboro - NGSrvCo | Union | | 35 |
| 414 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 35 |
| 415 | Revenue Service Associate II | Union | Northboro - NGSrvCo | Union | | 35 |
| 416 | Sr Representative | MGMT | Reservoir Woods | E | | 198 |

| | | | | | K | |
|---|---|---|---|---|---|---|
| | | | | | STORMS | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | Electric |
| 417 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 33 |
| 418 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 36 |
| 419 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 36 |
| 420 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 35 |
| 421 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 36 |
| 422 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 35 |
| 423 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 79 |
| 424 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 93 |
| 425 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 47 |
| 426 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 37 |
| 427 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 89 |
| 428 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 33 |
| 429 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 35 |
| 430 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 43 |
| 431 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 83 |
| 432 | Sr Analyst | MGMT | Reservoir Woods | E | | 168 |
| 433 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 33 |
| 434 | Sr. Customer Service Rep | Union | Northboro - NGSrvCo | Union | | 79 |
| 435 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 35 |
| 436 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 35 |
| 437 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 35 |
| 438 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 34 |
| 439 | Revenue Service Associate I | Union | Northboro - NGSrvCo | Union | | 35 |
| 440 | Sr Analyst | MGMT | HCB3 Ops Hdqtrs 5110 | E | | 77 |
| 441 | Sr Analyst | MGMT | Reservoir Woods | E | | 752 |
| 442 | Engineer | MGMT | Providence Melrose St | E | | 42 |

| | | | | | L | |
|---|---|---|---|---|---|---|
| | | | | | Energy Efficiency | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | ELECTRIC |
| 1 | Lead Analyst | MGMT | Reservoir Woods | D | 17,644.08 | 68,297.64 |
| 2 | Manager | MGMT | Worc NGSrvCo SouthbridgeStreet | D | - | 6,636.91 |
| 3 | Engineer Manager | MGMT | Reservoir Woods | D | - | 533.37 |
| 4 | Manager | MGMT | Reservoir Woods | D | 2,765.89 | 21,660.03 |
| 5 | VP Shaping Our Future | MGMT | Reservoir Woods | B | 28.74 | 70.98 |
| 6 | Manager | MGMT | Providence Melrose St | D | 3,560.64 | 16,734.66 |
| 7 | Lead Program Manager | MGMT | Reservoir Woods | D | 12,662.24 | 18,693.12 |
| 8 | Prin Specialist | MGMT | Providence Melrose St | D | 6,250.17 | 18,000.78 |
| 9 | Dir Program Strategy | MGMT | Reservoir Woods | C | 28,869.86 | 86,607.23 |
| 10 | Lead Sales Representative | MGMT | Providence Melrose St | D | 18,258.50 | 61,549.82 |
| 11 | Lead Analyst | MGMT | North Kingstown | D | - | 17,358.72 |
| 12 | Lead Analyst | MGMT | North Andover \ NGSrvCo | D | - | 17,142.16 |
| 13 | Dir Customer Solutions | MGMT | Reservoir Woods | C | - | 2,202.82 |
| 14 | Lead Engineer | MGMT | Reservoir Woods | D | 3,259.80 | 17,652.92 |
| 15 | Lead Supv Non Operations | MGMT | Worc NGSrvCo SouthbridgeStreet | E | - | 30,561.18 |
| 16 | Lead Analyst | MGMT | Worc NGSrvCo SouthbridgeStreet | D | 7,291.43 | 26,658.73 |
| 17 | Lead Sales Representative | MGMT | 280 Melrose Street | D | 22,492.31 | 22,420.18 |
| 18 | Lead Analyst | MGMT | Reservoir Woods | D | 4,325.65 | 12,525.67 |
| 19 | Sr Analyst | MGMT | Reservoir Woods | E | 3,291.61 | 12,587.57 |
| 20 | Sr Analyst | MGMT | Providence Melrose St | E | 6,157.40 | 20,367.34 |
| 21 | Dir Program Strategy | MGMT | Reservoir Woods | C | 5,911.21 | 25,574.11 |
| 22 | Dir Human Resources Projs | MGMT | Reservoir Woods | C | 178.04 | 439.72 |
| 23 | Lead Sales Representative | MGMT | Worc NGSrvCo SouthbridgeStreet | D | 1,438.89 | 19,384.33 |
| 24 | Lead Engineer | MGMT | North Andover \ NGSrvCo | D | 3,364.71 | 3,722.54 |
| 25 | Sr Program Manager | MGMT | Hopedale - NGSrvCo | E | - | 68,898.64 |
| 26 | Lead Consultant | MGMT | Reservoir Woods | D | 1,914.77 | 5,489.79 |
| 27 | Sr Analyst | MGMT | Reservoir Woods | E | 56.13 | 171.19 |
| 28 | Lead Analyst | MGMT | Reservoir Woods | D | 4,243.14 | 12,256.33 |
| 29 | Dir Account Mgt | MGMT | Reservoir Woods | C | 4,051.33 | 8,934.70 |
| 30 | Lead Sales Representative | MGMT | Providence Melrose St | D | 20,713.92 | 61,810.72 |
| 31 | Lead Sales Representative | MGMT | Providence Melrose St | D | 20,209.68 | 59,516.88 |
| 32 | Principal Economist | MGMT | Reservoir Woods | D | 857.69 | 1,569.82 |
| 33 | Sr Representative | MGMT | Reservoir Woods | E | 917.28 | 2,296.96 |
| 34 | Sr Representative | MGMT | 280 Melrose Street | E | - | 35,226.30 |

| | | | | | L | |
|---|---|---|---|---|---|---|
| | | | | | Energy Efficiency | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | ELECTRIC |
| 35 | Sr Analyst | MGMT | Reservoir Woods | E | 3,596.58 | 10,219.99 |
| 36 | Dir Strategic Communication | MGMT | Reservoir Woods | C | 5,810.73 | 36,213.55 |
| 37 | Prin IT Engineer | MGMT | Reservoir Woods | D | 189.18 | 726.08 |
| 38 | Dir IT Business Relations | MGMT | Syracuse - NGSrvCo | C | 225.15 | 637.09 |
| 39 | Sr Program Manager | MGMT | Syracuse - NGSrvCo | E | 2,399.28 | 2,559.56 |
| 40 | Sr Data Scientist | MGMT | Reservoir Woods | E | 157.22 | 384.98 |
| 41 | Manager | MGMT | Syracuse - NGSrvCo | D | 124.25 | 372.80 |
| 42 | Lead IT Architect | MGMT | Syracuse - NGSrvCo | D | 434.88 | 1,058.04 |
| 43 | Dir Sales | MGMT | Providence Melrose St | C | 33,187.23 | 97.17 |
| 44 | Manager | MGMT | Reservoir Woods | D | (386.33) | (607.10) |
| 45 | Exec Advisor | MGMT | Reservoir Woods | C | 3,381.06 | 8,825.03 |
| 46 | Sr Program Manager | MGMT | North Andover \ NGSrvCo | E | - | 15,250.24 |
| 47 | Contractor | MGMT | Reservoir Woods | Not assigned | (16,476.36) | (66,516.54) |
| 48 | Engineer Manager | MGMT | Providence Melrose St | D | 9,465.83 | 17,233.43 |
| 49 | Sr Analyst | MGMT | Providence Melrose St | E | 18,133.54 | 54,523.88 |
| 50 | Sales Representative | MGMT | Providence Melrose St | E | 385.68 | 1,157.04 |
| 51 | Lead Process Manager | MGMT | Providence Melrose St | D | - | 10,923.40 |
| 52 | Representative | MGMT | Worc NGSrvCo SouthbridgeStreet | E | - | 28,533.52 |
| 53 | Manager | MGMT | Reservoir Woods | D | 5,661.11 | 16,263.72 |
| 54 | SVP Chief Customer Officer | MGMT | Reservoir Woods | A | 5,043.50 | 11,879.23 |
| 55 | Sr Specialist | MGMT | Reservoir Woods | E | 22.22 | 529.72 |
| 56 | Lead Analyst | MGMT | Reservoir Woods | D | 2,025.96 | 11,700.72 |
| 57 | Sr Specialist | MGMT | Reservoir Woods | E | 8,672.26 | 9,674.88 |
| 58 | Sr Analyst | MGMT | Reservoir Woods | E | 11,514.50 | 64,122.88 |
| 59 | Sr Engineer | MGMT | Reservoir Woods | E | 3,259.73 | - |
| 60 | Analyst | MGMT | Reservoir Woods | E | 320.80 | 2,117.28 |
| 61 | Sr Tech Supp Consultant | MGMT | Reservoir Woods | E | - | 28,305.62 |
| 62 | Sr Program Manager | MGMT | Reservoir Woods | E | 17,929.22 | 17,929.22 |
| 63 | VP New Energy Solutions | MGMT | Reservoir Woods | B | 2.75 | 6.21 |
| 64 | Sr Sales Representative | MGMT | Providence Melrose St | E | 11,380.66 | 26,076.65 |
| 65 | Lead Analyst | MGMT | Reservoir Woods | D | 3,951.92 | 11,404.97 |
| 66 | Sr Analyst | MGMT | Reservoir Woods | E | 13,709.10 | 38,469.94 |
| 67 | Manager PM | MGMT | Reservoir Woods | D | - | 7,738.94 |
| 68 | Sr Representative | MGMT | Worc NGSrvCo SouthbridgeStreet | E | - | 4,772.43 |

| | | | | | L | |
|---|---|---|---|---|---|---|
| | | | | | Energy Efficiency | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | ELECTRIC |
| 69 | Analyst | MGMT | Reservoir Woods | E | 679.68 | 815.88 |
| 70 | Lead Project Manager - Ops | MGMT | Hopedale - NGSrvCo | D | - | 22,654.07 |
| 71 | Sr Analyst | MGMT | Syracuse - NGSrvCo | E | 1,398.91 | 1,398.91 |
| 72 | Sr Engineer | MGMT | Beacon North Svc Ctr - NGSrvCo | E | 177.09 | - |
| 73 | Analyst | MGMT | Syracuse - NGSrvCo | E | - | 265.36 |
| 74 | Lead Engineer | MGMT | Syracuse - NGSrvCo | D | - | 6,348.75 |
| 75 | Dir Contact Center Perf | MGMT | MetroTech Center | C | 540.40 | 1,148.40 |
| 76 | Lead Analyst | MGMT | MetroTech Center | D | 4,637.64 | 13,624.49 |
| 77 | Sr Analyst | MGMT | MetroTech Center | E | 522.02 | 1,320.66 |
| 78 | Manager | MGMT | MetroTech Center | D | 908.03 | 2,441.33 |
| 79 | VP Sales & Sales Operation | MGMT | Hicksville | B | 1,937.97 | 4,784.49 |
| 80 | Lead Project Manager | MGMT | MetroTech Center | D | - | 219.96 |
| 81 | Manager | MGMT | MetroTech Center | D | 1,908.35 | 5,133.58 |
| 82 | Lead Analyst | MGMT | MetroTech Center | D | 47.56 | - |
| 83 | Dir Adv Data Analytics | MGMT | Hicksville | C | 247.31 | 562.71 |
| 84 | Lead Analyst | MGMT | Reservoir Woods | D | 18.40 | 53.20 |
| 85 | Program Manager | MGMT | Reservoir Woods | E | 3,340.32 | 11,318.37 |
| 86 | Dir Customer Assurance | MGMT | Hicksville | C | 3,026.01 | 8,895.59 |
| 87 | Lead Program Manager | MGMT | Reservoir Woods | D | 1,724.64 | 3,782.83 |
| 88 | Coordinator | MGMT | Hicksville | E | - | 1,113.66 |
| 89 | Director | MGMT | Reservoir Woods | C | 2,295.36 | 7,754.73 |
| 90 | Sr Data Scientist | MGMT | MetroTech Center | E | 1,333.28 | 3,822.49 |
| 91 | Sr Analyst | MGMT | Reservoir Woods | E | 4,844.45 | 6,500.29 |
| 92 | Sr Analyst | MGMT | MetroTech Center | E | 796.29 | 21,556.09 |
| 93 | Manager | MGMT | Worc NGSrvCo SouthbridgeStreet | D | 33,968.87 | 31,849.85 |
| 94 | Manager | MGMT | Reservoir Woods | D | 19,374.87 | 22,635.36 |
| 95 | Manager | MGMT | Reservoir Woods | D | 800.17 | 2,040.33 |
| 96 | Manager | MGMT | Reservoir Woods | D | 16,554.04 | 50,000.45 |
| 97 | Sr Analyst | MGMT | Reservoir Woods | E | 18,930.59 | 56,747.18 |
| 98 | Lead Analyst | MGMT | MetroTech Center | D | 679.37 | 1,714.64 |
| 99 | Lead Engineer | MGMT | Attleboro | D | - | 14,510.27 |
| 100 | Principal Quantitative Analyst | MGMT | Hicksville | D | 1,061.86 | 2,702.39 |
| 101 | Sr Analyst | MGMT | Reservoir Woods | E | 3,714.79 | 10,767.70 |
| 102 | Dir Special Events | MGMT | MetroTech Center | C | 3,020.37 | 3,361.70 |

| | | | | | L | |
|---|---|---|---|---|---|---|
| | | | | | Energy Efficiency | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | ELECTRIC |
| 103 | Dir Energy Products Marketing | MGMT | MetroTech Center | C | 4,759.67 | 18,844.75 |
| 104 | Sr Analyst | MGMT | MetroTech Center | E | 1,173.48 | 1,047.75 |
| 105 | Dir Bus Process Adv Analytics | MGMT | Reservoir Woods | C | 417.14 | 1,030.28 |
| 106 | Manager | MGMT | Hicksville | D | - | 1,517.28 |
| 107 | Lead Analyst | MGMT | MetroTech Center | D | 265.32 | 758.16 |
| 108 | Manager | MGMT | Providence Melrose St | D | 5,034.10 | 12,192.78 |
| 109 | Lead Quantitative Analyst | MGMT | Hicksville | D | 837.36 | 2,642.82 |
| 110 | Sr Data Scientist | MGMT | MetroTech Center | E | 1,533.72 | 4,394.18 |
| 111 | Sr Sales Representative | MGMT | Operations Center - Corporate | E | 67,926.84 | - |
| 112 | Sr Sales Representative | MGMT | Braintree | E | 1,627.96 | 3,070.20 |
| 113 | Mechanic General | Union | Waltham_Newton St | Not assigned | - | 29.02 |
| 114 | Manager | MGMT | Reservoir Woods | D | 768.82 | - |
| 115 | Prin Planner | MGMT | Reservoir Woods | D | 173.69 | 428.99 |
| 116 | Lead Representative | MGMT | Reservoir Woods | D | 4,965.52 | - |
| 117 | Dir Market Development | MGMT | Reservoir Woods | C | 205.09 | 1,166.48 |
| 118 | Lead Sales Representative | MGMT | Somerset - Mass Electric Co 99 | D | 6,773.88 | 20,321.64 |
| 119 | Exec Asst to Band A | MGMT | Reservoir Woods | F | 1,517.89 | 3,599.33 |
| 120 | VP Market Development | MGMT | Reservoir Woods | B | 3,701.32 | 9,913.75 |
| 121 | Sr Analyst | MGMT | Reservoir Woods | E | 3,938.35 | 11,189.78 |
| 122 | Analyst | MGMT | MetroTech Center | E | 3,838.20 | 1,711.40 |
| 123 | Lead Analyst | MGMT | MetroTech Center | D | 1,337.02 | 3,741.83 |
| 124 | Manager | MGMT | Hicksville | D | 61.40 | 3,658.92 |
| 125 | Prin Analyst | MGMT | Hicksville | D | 179.39 | 406.83 |
| 126 | Lead Analyst | MGMT | MetroTech Center | D | 1,883.50 | 4,676.80 |
| 127 | Manager | MGMT | Reservoir Woods | D | 5,058.83 | 14,368.97 |
| 128 | Manager | MGMT | 280 Melrose Street | D | 602.97 | 3,807.20 |
| 129 | Manager | MGMT | Reservoir Woods | D | 6,998.70 | 18,175.82 |
| 130 | Lead Analyst | MGMT | Hicksville | D | 371.79 | 843.17 |
| 131 | Lead Analyst | MGMT | Hicksville | D | 6,896.63 | 24,417.60 |
| 132 | Exec Asst to Band B | MGMT | Hicksville | F | 411.11 | 1,015.38 |
| 133 | Lead Analyst | MGMT | Hicksville | D | 843.43 | 2,041.39 |
| 134 | Lead Analyst | MGMT | Providence Melrose St | D | 27,365.13 | - |
| 135 | Sr Analyst | MGMT | Reservoir Woods | E | 4,704.24 | 13,937.09 |
| 136 | Lead Analyst | MGMT | Reservoir Woods | D | 19,633.68 | 59,348.83 |

| | | | | | L | |
|---|---|---|---|---|---|---|
| | | | | | Energy Efficiency | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | ELECTRIC |
| 137 | Sr Data Scientist | MGMT | Reservoir Woods | E | 229.39 | 566.58 |
| 138 | VP Marketing & Cust Experience | MGMT | Hicksville | B | 2,366.03 | 7,347.74 |
| 139 | Manager | MGMT | Hicksville | D | 633.23 | 1,537.77 |
| 140 | Category Manager | MGMT | Reservoir Woods | D | (185.33) | (162.74) |
| 141 | Sales Representative | MGMT | Worc NGSrvCo SouthbridgeStreet | E | 18.11 | 19,285.71 |
| 142 | Sr Analyst | MGMT | Reservoir Woods | E | 739.62 | 32,070.72 |
| 143 | Sr Program Manager | MGMT | Reservoir Woods | E | 23,283.42 | 18,625.88 |
| 144 | Lead Eng Supv-Operations | MGMT | 280 Melrose Street | D | 16,389.28 | 51,430.65 |
| 145 | Representative | MGMT | Providence Melrose St | E | - | 44,412.96 |
| 146 | Manager | MGMT | Reservoir Woods | D | 15,410.22 | 22,944.41 |
| 147 | Sr Analyst | MGMT | Reservoir Woods | E | 17,903.37 | 54,550.27 |
| 148 | Lead Economist | MGMT | Reservoir Woods | D | 1,476.63 | 4,265.14 |
| 149 | Assoc Representative | MGMT | Worc NGSrvCo SouthbridgeStreet | F | - | 1,450.80 |
| 150 | Exec Asst to Band B | MGMT | Hicksville | F | 334.09 | 850.49 |
| 151 | Sr Sales Representative | MGMT | Providence Melrose St | E | - | 33,744.88 |
| 152 | Lead Sales Representative | MGMT | Providence Melrose St | D | 20,942.48 | 62,827.44 |
| 153 | Analyst | MGMT | MetroTech Center | E | 77.90 | 420.25 |
| 154 | Analyst | MGMT | Reservoir Woods | E | 276.20 | 807.84 |
| 155 | Sr Program Manager | MGMT | Worc NGSrvCo SouthbridgeStreet | E | 12,791.57 | 240.42 |
| 156 | Lead Project Manager | MGMT | Reservoir Woods | D | 1,099.80 | 1,072.31 |
| 157 | Sr Engineer | MGMT | 280 Melrose Street | E | - | 52,575.84 |
| 158 | Sr Project Manager - Ops | MGMT | Hicksville | E | 742.51 | 1,797.12 |
| 159 | Category Manager | MGMT | Reservoir Woods | D | 5,197.27 | 5,197.27 |
| 160 | Data Scientist | MGMT | Reservoir Woods | E | 213.49 | 519.52 |
| 161 | Sr Analyst | MGMT | Reservoir Woods | E | 69.99 | 204.94 |
| 162 | Analyst | MGMT | Reservoir Woods | E | 10.51 | 25.97 |
| 163 | Lead Sales Representative | MGMT | Brockton - E Ashland St Bldg | D | 16,882.95 | 51,477.41 |
| 164 | Assoc Representative | MGMT | Providence Melrose St | F | - | 5,245.20 |
| 165 | Manager | MGMT | Reservoir Woods | D | 212.87 | 521.45 |
| 166 | Sr Analyst | MGMT | Providence Melrose St | E | 17,093.23 | 53,367.87 |
| 167 | Analyst | MGMT | Reservoir Woods | E | 14,903.44 | 44,496.87 |
| 168 | Assoc Sales Representative | MGMT | Providence Melrose St | F | - | 26,016.60 |
| 169 | Sr Engineer | MGMT | Providence Melrose St | E | 778.24 | 17,969.52 |
| 170 | Sr Analyst | MGMT | Hicksville | E | - | 4,006.05 |

| | | | | | L | |
|---|---|---|---|---|---|---|
| | | | | | Energy Efficiency | |
| CA Personnel Number | CA Job Description - LT | Labor type | CA Personnel Area Description | CA-Band | GAS | ELECTRIC |
| 171 | Sr Analyst | MGMT | Reservoir Woods | E | 1,601.52 | 15,541.51 |
| 172 | Project Manager - Ops | MGMT | Reservoir Woods | E | 9.77 | 24.13 |
| 173 | Sr Engineer | MGMT | Reservoir Woods | E | - | 4,397.99 |
| 174 | Seasonal Intern | MGMT | Hopedale - NGSrvCo | F | 214.56 | 570.48 |
| 175 | Prin Project Manager | MGMT | Reservoir Woods | D | 392.04 | 1,568.16 |
| 176 | IT Analyst | MGMT | Reservoir Woods | E | 1,014.60 | 2,759.00 |
| 177 | Specialist | MGMT | Reservoir Woods | E | - | 1,627.15 |
| 178 | Analyst | MGMT | Reservoir Woods | E | 333.55 | 1,000.55 |
| 179 | Buyer | MGMT | Reservoir Woods | E | 3,162.56 | 3,556.52 |
| 180 | Sr Analyst | MGMT | Reservoir Woods | E | 8,384.07 | 13,810.31 |
| 181 | Sr Engineer | MGMT | Reservoir Woods | E | - | 1,331.40 |
| 182 | Analyst | MGMT | Hicksville | E | 238.68 | 614.04 |
| 183 | Analyst | MGMT | Reservoir Woods | E | 200.10 | 4,669.00 |
| 184 | Seasonal Intern | MGMT | Reservoir Woods | F | 341.25 | 378.25 |
| 185 | Seasonal Intern | MGMT | Worc NGSrvCo SouthbridgeStreet | F | - | 142.96 |
| 186 | Lead Analyst | MGMT | MetroTech Center | D | 225.88 | 649.95 |

Division 3-17

Request:

Referring to MAL workpaper 6d, please explain the criteria applied by the Company to determine whether any particular facilities item and/or category of items should be capitalized (as opposed to being expensed). Please provide copies of any accounting guidance used.

Response:

The request refers to Workpaper MAL-6d[1], which details facility assets capitalized at National Grid USA Service Company, Inc. (the Service Company). Therefore, the Company will explain the criteria utilized by the Service Company to determine whether items are expensed or capitalized.

There are no formal written policies. The criteria applied by the Service Company to capitalize the cost of an asset (rather than recording the cost to expense) are based on a capitalization threshold used by the Service Company, as well as whether the asset is a qualifying Unit of Property.

The Service Company capitalization threshold states that any general plant/hardware asset with a cost equal to, or greater than, $2,500, and where the asset is considered a Unit of Property by Service Company, is eligible for capitalization. In addition, National Grid follows FERC guidelines regarding asset types.

Any other cost that is under the $2,500 threshold or not a Unit of Property would be expensed. Therefore, any items appearing on Workpaper MAL-6d with an acquisition cost of less than $2,500 predate the merger of the National Grid and KeySpan service companies in November 2012 and were capitalized under the policy of the respective former service company.

The different types of Units of Property utilized by the Service Company are:

[1] See Bates Pages 86-113 of Book 11.

| UNIT OF PROPERTY | | |
|---|---|---|
| BENCHES | GAS MAIN | OFFICE FURNITURE |
| BILCO DOOR | GAS METER | PALM PILOT SCANNER |
| BINS BUNKERS SHELVING | GASOLINE TANKS & PUMPS | PARTITIONS |
| BOILER STEAM | GENERAL PLANT $20,000 OR > | PC & MISC COMPUTER EQUIPMENT |
| BUILDINGS | GENERAL PLANT < $20,000 | POWER OPERATED EQP |
| CABLE/CONDUIT (1000 FT) | GENERAL PLANT > $20,000 | PROPANE STORAGE |
| CABLE/CONDUIT (500 FT) | GOVERNORS & REGULATORS | PUMPS |
| COMMUNICATION SYSTEM INTRA-SITE | HEATING SYSTEM | RIP RAP BREAKWATER |
| COMPRESSOR WITH AUXILIARY | HOLDING PONDS | ROOF |
| CORROSION CONTROL | HVAC | SCADA COMPUTER EQUIPMENT |
| CPU ENGINE BOARD | HVAC SYSTEM INTRA-SITE | SECURITY GUARD BOOTH |
| CRANES & HOISTING EQUIPMENT | HYDRAULIC LIFT | SECURITY SYSTEM |
| CRANES & HOISTS | INSTRUMENTATION EQUIPMENT | SEGWAY TRANSPORTER |
| DATA COMMAND UNIT | INTEREGATOR | STRUCTURAL FACILITIES |
| DRAINAGE SYSTEM - OUTSIDE | Intrasite Communication System | STRUCTURE / IMPROVEMENT |
| DUMPSTER | LABORATORY EQUIPMENT (EA) | TEST GAUGES & METERS |
| ELECTRIC METER | LAPTOPS | TRACK SYS-EXCEPT THOSE IN PLT EQUIP |
| Elevators, Cranes, Etc. | LEASE STRUCTURE | Tunnels Intake and Discharge |
| EROSION PROTECTION | LEASEHOLD IMPROVEMENT | TUNNELS-OUTSIDE |
| FIRE PROTECTION SYSTEM-OUTSIDE | MAIN FRAME COMPUTER EQUIPMENT | VAPORIZER EQUIPMENT |
| FORK LIFT TRUCK | MINOR BLDG & STRUCTURE | WASTE WATER TREATMENT SYSTEM |
| FURNACE & CONTROLS | MOTORS & ELECTRIC EQUIPMENT (EA) | Water Meter and Supply System |
| GAS HEATERS | OFFICE EQUIPMENT | WELDING MACHINE |
| GAS LEAKAGE DETECTOR SYSTEM | | |

Prepared by or under the supervision of: Melissa A. Little

Division 3-18

Request:

Referring to MAL workpaper 6d, please provide a description of each of the bill pools identified in the workpaper.

Response:

Workpaper MAL-6d[1] contains five unique Bill Pools (Allocation Codes).

Four Allocation Codes use the J Allocation Method (Facilities Square Footage). This allocation method is based on the calculated number of occupied square feet per facility for each department or company using the facility. This is completed periodically on a facility by facility basis. The source of the most recent data is provided by the Financial Business Partner serving the Facilities organization.

1. **J-139** is the Allocation Code for the **MetroTech, Brooklyn** facility located at 1 MetroTech Center.
2. **J-063** is the Allocation Code for the **Reservoir Woods, Waltham** facility located at 40 Sylvan Road.
3. **J-135** is the Allocation Code for the **Hicksville, Long Island** facility located at 100 East Old Country Road.
4. **J-114** is the Allocation Code for the **Garden City, Long Island** facility located at 600 Stewart Avenue.

One Allocation Code uses the G Allocation Method (General Allocator), which is based on a three-point formula. The calculation is derived by taking each Company Segment's Net Margin, Net Plant, and Net operation and maintenance (O&M) as a percentage of the total and averaging out the percentage by dividing by 3.

- "Net Margins" are Total Operating Revenues less "Cost of Goods Sold" and revenues related to recovery of stranded costs.
- "Net Plant" is the sum of Net Utility Plant and Net Non-Utility Plant .
- "Net O&M Expenses" are all non-"Cost of Goods Sold" expenses less costs allocated from National Grid USA Service Company, Inc. (the Service Company) distributed to the affiliate companies using the general allocator.

**G-012** is the Allocation Code that allocates to the largest set of company segments, **All Companies**.

[1] See Bates Pages 86-113 of Book 11.

Division 3-19

Request:

Referring to MAL workpaper 6d, for each "facility" on the list that (i) resulted in a test year expense of $1,000 or more, and (ii) fell in any of the following "account description" categories: "Tools Shop and Garage Equipment," "Laboratory Equipment," and "Office Furniture and Equipment," please state the original cost of the facility and a brief description of its use.

Response:

Please refer to Attachment DIV 3-19 for the requested information. Column (a) refers to "account description"; Columns (c) and (d) refer to investment name and project description, respectively; Column (g) refers to total asset spend; and Columns (h) and (i) refer to Test Year rent expense over $1,000 for Narragansett Gas and Narragansett Electric, respectively.

Prepared by or under the supervision of: Melissa Little

| | Account Description | Work order | Investment Name | Project Description | Bill Pool | In Service Date | Inception to Date $ | Gas Rent Expense | Distribution Rent Expense |
|---|---|---|---|---|---|---|---|---|---|
| | (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h) | (i) |
| 1 | Office Furniture and Equipment | | | | | | | | |
| 2 | Office Furniture and Equipment | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | OFFICE FURNITURE | J063 | 09/01/09 | $10,049,373 | $43,615 | $87,557 |
| 3 | Office Furniture and Equipment | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | OFFICE EQUIPMENT | J063 | 03/01/10 | $3,700,194 | $16,462 | $33,048 |
| 4 | Office Furniture and Equipment | 90000105262 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 09/01/11 | $3,334,420 | $11,808 | $30,480 |
| 5 | Office Furniture and Equipment | 90000133046 | SVC8000 - NBO - 00184 (NORTHBOROUGH) - (CUSTOMER SERVICE CENTER-NORT) | PC & MISC COMPUTER EQUIPMENT | J063 | 03/01/15 | $1,385,615 | $8,137 | $16,334 |
| 6 | Office Furniture and Equipment | 90000104063 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 07/01/11 | $1,876,588 | $6,596 | $17,021 |
| 7 | Office Furniture and Equipment | 90000114690 | SVC8000 - Company 99 tax district | PC & MISC COMPUTER EQUIPMENT | G012 | 03/01/15 | $1,483,732 | $6,330 | $16,455 |
| 8 | Office Furniture and Equipment | 90000141768 | SVC8000 - NBO - 00184 (NORTHBOROUGH) - (CUSTOMER SERVICE CENTER-NORT) | PC & MISC COMPUTER EQUIPMENT | J063 | 08/01/16 | $1,674,075 | $7,334 | $14,723 |
| 9 | Office Furniture and Equipment | 90000096390 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 12/01/11 | $1,676,102 | $6,002 | $15,500 |
| 10 | Office Furniture and Equipment | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | OFFICE FURNITURE | J063 | 03/01/10 | $1,421,224 | $6,323 | $12,693 |
| 11 | Office Furniture and Equipment | 90000099322 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 12/01/10 | $1,510,991 | $5,110 | $13,163 |
| 12 | Office Furniture and Equipment | 90000182190 | SVC8000 - Company 99 tax district | Non-unitized | G012 | 05/01/17 | $3,936,746 | $4,730 | $12,470 |
| 13 | Office Furniture and Equipment | 90000098710 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 09/01/11 | $1,231,084 | $4,360 | $11,254 |
| 14 | Office Furniture and Equipment | 90000107088 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 03/01/12 | $1,093,094 | $3,957 | $10,225 |
| 15 | Office Furniture and Equipment | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | OFFICE EQUIPMENT | J063 | 09/01/09 | $1,060,027 | $4,601 | $9,236 |
| 16 | Office Furniture and Equipment | 90000103784 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 03/01/12 | $828,258 | $2,999 | $7,747 |
| 17 | Office Furniture and Equipment | 90000099323 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 12/01/10 | $872,089 | $2,949 | $7,597 |
| 18 | Office Furniture and Equipment | 90000096381 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 07/01/10 | $794,589 | $2,635 | $6,781 |
| 19 | Office Furniture and Equipment | 90000098663 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 09/01/11 | $692,618 | $2,453 | $6,331 |
| 20 | Office Furniture and Equipment | 90000095332 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 02/01/12 | $517,010 | $1,865 | $4,818 |
| 21 | Office Furniture and Equipment | 90000128241 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | OFFICE FURNITURE | J139 | 08/01/14 | $706,421 | $1,764 | $3,380 |
| 22 | Office Furniture and Equipment | 90000140143 | SVC8000 - Servco Intangible Major Location-NY | OFFICE FURNITURE | G012 | 08/01/14 | $274,180 | $1,144 | $2,973 |
| 23 | Office Furniture and Equipment | 90000133467 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | OFFICE FURNITURE | J139 | 11/01/15 | $499,067 | $1,327 | $2,541 |
| 24 | Office Furniture and Equipment | 90000103771 | SVC8000 - Servco Intangible Major Location-NY | PC & MISC COMPUTER EQUIPMENT | G012 | 04/01/14 | $241,230 | $977 | $2,534 |
| 25 | Office Furniture and Equipment | 90000104088 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 06/01/12 | $264,686 | $969 | $2,504 |

| | Account Description | Work order | Investment Name | Project Description | Bill Pool | In Service Date | Inception to Date $ | Gas Rent Expense | Distribution Rent Expense |
|---|---|---|---|---|---|---|---|---|---|
| | (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h) | (i) |
| 1 | Office Furniture and Equipment | 90000146788 | SVC8000 - 0000 - 00000 (UNSPECIFIED) - (DESC NOT AVAILABLE) | PC & MISC COMPUTER EQUIPMENT | G012 | 08/01/15 | $148,052 | $652 | $1,696 |
| 2 | Office Furniture and Equipment | 90000150219 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 11/01/15 | $135,118 | $600 | $1,563 |
| 3 | Office Furniture and Equipment | 90000106246 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 10/01/12 | $146,505 | $550 | $1,423 |
| 4 | Office Furniture and Equipment | 90000104110 | SVC8000 - Servco Capital Major Location - NY | PC & MISC COMPUTER EQUIPMENT | G012 | 09/01/12 | $145,066 | $543 | $1,404 |
| 5 | Office Furniture and Equipment | 90000130716 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | PC & MISC COMPUTER EQUIPMENT | J139 | 03/01/15 | $225,882 | $577 | $1,105 |
| 6 | Office Furniture and Equipment Total | | | | | | $41,924,032 | $157,365 | $354,557 |
| 7 | Structures and Improvements | | | | | | | | |
| 8 | Structures and Improvements | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | WIRE/CABLE BY SIZE & KIND (100 FT) | J063 | 09/01/09 | $6,769,025 | $32,792 | $65,830 |
| 9 | Structures and Improvements | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | BUILDING HEATING/COOLING SYSTEM | J063 | 09/01/09 | $2,868,977 | $13,898 | $27,901 |
| 10 | Structures and Improvements | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | BUILDING COMMUN & DATA CABLING PLN | J063 | 09/01/09 | $1,338,332 | $6,483 | $13,015 |
| 11 | Structures and Improvements | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | SOLAR PANELS | J063 | 09/01/09 | $1,003,116 | $4,859 | $9,755 |
| 12 | Structures and Improvements | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | CEILING | J063 | 09/01/09 | $945,452 | $4,580 | $9,195 |
| 13 | Structures and Improvements | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | BUILDING & ADDITIONS | J063 | 09/01/09 | $807,606 | $3,912 | $7,854 |
| 14 | Structures and Improvements | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | FLOOR COVERING | J063 | 09/01/09 | $769,521 | $3,728 | $7,484 |
| 15 | Structures and Improvements | 90000102548 | SVC8000 - Waltham Reservoir Woods Building Asset Location | FLOOR COVERING | J063 | 04/01/12 | $572,006 | $3,111 | $6,246 |
| 16 | Structures and Improvements | 90000124257 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | HVAC | J139 | 04/01/14 | $875,792 | $2,260 | $4,330 |
| 17 | Structures and Improvements | 90000128241 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | BUILDINGS | J139 | 08/01/14 | $859,117 | $2,251 | $4,312 |
| 18 | Structures and Improvements | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | SIGNS | J063 | 09/01/09 | $427,005 | $2,069 | $4,153 |
| 19 | Structures and Improvements | 90000125060 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | HVAC | J139 | 04/01/14 | $784,080 | $2,023 | $3,876 |
| 20 | Structures and Improvements | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | EXTERIOR DOORS & WINDOWS | J063 | 09/01/09 | $399,848 | $1,937 | $3,889 |
| 21 | Structures and Improvements | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | SECURITY SYSTEM | J063 | 09/01/09 | $358,483 | $1,737 | $3,486 |
| 22 | Structures and Improvements | 90000153318 | SVC8000 - Waltham Reservoir Woods Building Asset Location | Non-unitized | J063 | 07/01/15 | $257,139 | $1,591 | $3,194 |
| 23 | Structures and Improvements | 90000124250 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | HVAC | J139 | 10/01/13 | $632,461 | $1,607 | $3,079 |
| 24 | Structures and Improvements | 1TXFER00099 | SVC8000 - 0300 - 00470 (OYSTER BAY TOWN) - (HICKSVILLE OFFICE BLDG 100 OLD COUNTRY RD) | SECURITY SYSTEM | J135 | 09/01/08 | $566,129 | $1,566 | $2,604 |
| 25 | Structures and Improvements | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | FIBER OPTIC CABLE - ALL SIZES | J063 | 09/01/09 | $275,493 | $1,335 | $2,679 |
| 26 | Structures and Improvements | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | FIRE FIGHTING EQUIPMENT | J063 | 09/01/09 | $262,066 | $1,270 | $2,549 |

| | Account Description | Work order | Investment Name | Project Description | Bill Pool | In Service Date | Inception to Date $ | Gas Rent Expense | Distribution Rent Expense |
|---|---|---|---|---|---|---|---|---|---|
| | (a) | (b) | (c) | (d) | (e) | (f) | (g) | (h) | (i) |
| 1 | Structures and Improvements | 90000133467 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | BUILDINGS | J139 | 11/01/15 | $432,471 | $1,177 | $2,255 |
| 2 | Structures and Improvements | 90000133467 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | POWER SUPPLY | J139 | 11/01/15 | $421,099 | $1,146 | $2,195 |
| 3 | Structures and Improvements | 90000133467 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | HVAC | J139 | 11/01/15 | $398,494 | $1,084 | $2,077 |
| 4 | Structures and Improvements | 1TXFER00099 | SVC8000 - 0300 - 00470 (OYSTER BAY TOWN) - (HICKSVILLE OFFICE BLDG 100 OLD COUNTRY RD) | BUILDINGS | J135 | 03/01/07 | $589,724 | $1,075 | $1,788 |
| 5 | Structures and Improvements | 90000124245 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | BUILDINGS | J139 | 06/01/13 | $367,182 | $919 | $1,760 |
| 6 | Structures and Improvements | 90000124252 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | BOILER (EA) | J139 | 10/01/13 | $332,175 | $844 | $1,617 |
| 7 | Structures and Improvements | 90000153524 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | Non-unitized | J139 | 04/01/16 | $304,007 | $837 | $1,603 |
| 8 | Structures and Improvements | 90000125054 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | BUILDINGS | J139 | 10/01/13 | $286,242 | $727 | $1,394 |
| 9 | Structures and Improvements | 90000172632 | SVC8000 - Waltham Reservoir Woods Building Asset Location | Non-unitized | J063 | 12/01/16 | $202,324 | $649 | $1,303 |
| 10 | Structures and Improvements | 1TXFER00099 | SVC8000 - 0300 - 00470 (OYSTER BAY TOWN) - (HICKSVILLE OFFICE BLDG 100 OLD COUNTRY RD) | ROOF | J135 | 11/01/10 | $236,493 | $726 | $1,207 |
| 11 | Structures and Improvements | 90000128241 | SVC8000 - 1501 - 00899 (KINGS) - (METROTECH) | HVAC | J139 | 08/01/14 | $250,000 | $655 | $1,255 |
| 12 | Structures and Improvements | 90000092476 | SVC8000 - Waltham Reservoir Woods Building Asset Location | PLUMBING SYSTEM (ALL) | J063 | 09/01/09 | $112,346 | $544 | $1,093 |
| 13 | Structures and Improvements Total | | | | | | $24,704,204 | $103,393 | $204,979 |
| 14 | Tools Shop and Garage Equipment | | | | | | | | |
| 15 | Tools Shop and Garage Equipment | 1TXFER00099 | SVC8000 - BOS - 00921 (BOSTON) - (OPERATIONS CTR RIVERMOOR ST) | MISCELLANEOUS ITEMS (EA) | J063 | 08/01/12 | $294,748 | $1,629 | $3,271 |
| 16 | Tools Shop and Garage Equipment | 1TXFER00099 | SVC8000 - WIL - XXXXX (WILMINGTON) - (OPERATIONS CTR) | TOOLS & IMPLEMENTS (EA) | J063 | 06/30/10 | $311,717 | $1,572 | $3,155 |
| 17 | Tools Shop and Garage Equipment | 90000097933 | SVC8000 - Servco Capital Major Location - MA | GENERAL PLANT $20,000 OR > | G012 | 07/01/10 | $268,088 | $982 | $2,538 |
| 18 | Tools Shop and Garage Equipment Total | | | | | | $874,553 | $4,183 | $8,965 |
| 19 | Grand Total | | | | | | $67,502,790 | $264,941 | $568,501 |

Division 3-20

Request:

Referring to MAL workpapers 6a through 6c, please provide the basis and an explanation for the Service Company earning a return of 10.29% when charging the rental expense for the items listed in these workpapers. If the Company believes that return is reasonable, please explain why.

Response:

The National Grid USA Service Company, Inc (the Service Company) rate of return reflected in the rental expense calculations in this proceeding is 6.90 percent, not 10.29 percent. As shown in Attachment DIV 2-45, the 10.29 percent represents a weighted average cost of capital (WACC) of 6.90 percent, plus an additional 3.39 percent which is an amount the Service Company must recover for income taxes on the equity return component of the WACC. The 10.29 percent is often referred to as the pre-tax weighted average cost of capital (pre-tax WACC), and is based on an assumed 50/50 long-term debt/equity capital structure; the actual cost of long-term debt for the Service Company (3.70 percent); and the Company's proposed after-tax Cost of Equity (10.10 percent), which is then adjusted for taxes.

The proposed 50/50 capital structure uses a lower equity ratio than both the current actual Service Company equity ratio and the Company's proposed equity ratio for ratemaking in this case. In addition, the Service Company's cost of long-term debt is lower than the Company's cost of long-term debt.

As described in the pre-filed direct testimony of Company Witness Robert B. Hevert, the after-tax Cost of Equity is reasonable. Since each component of the Service Company rate of return is reasonable, and in some cases conservative, the overall proposed pre-tax rate of return for the Service Company is therefore reasonable.

Prepared by or under the supervision of: Melissa Little

**Service Company Rate of Return - Rate Year**

| | Line | Capital Structure (a) | Cost Rate (b) | Weighted Return (c) | Taxes (d) | Pre-tax Return (e) |
|---|---|---|---|---|---|---|
| 1 | Long Term Debt | 50.00% | 3.70% | 1.85% | | 1.85% |
| 2 | | | | | | |
| 3 | Preferred Stock | 0.00% | 0.00% | 0.00% | | 0.00% |
| 4 | | | | | | |
| 5 | Total Common Equity | 50.00% | 10.10% | 5.05% | 3.39% | 8.44% |
| 6 | | | | | | |
| 7 | Total Capitalization | 100.00% | | 6.90% | 3.39% | 10.29% |

Division 3-21

Request:

Referring to page 1 of MAL workpaper 6d through 6f, please provide the basis and an explanation for the Service Company earning a return of 10.23% when charging the rental expense for the items listed in these workpapers. If the Company believes that return is reasonable, please explain why.

Response:

As shown in Attachment DIV 3-21 and compared to Attachment DIV 2-45, the National Grid USA Service Company, Inc. (the Service Company) pre-tax rate of return of 10.23 percent contained an error in the calculation of the effect of taxes on the overall rate of return. The Company will correct the Service Company pre-tax rate of return in a subsequent update after the update to the calculation of the revenue requirement has been made for the recent Tax Reform law changes. As described in the Company's response to Division 3-20, the overall proposed rate of return of 6.90 percent (pre-tax rate of return of 10.29 percent)for the Service Company is reasonable.

Prepared by or under the supervision of: Melissa Little

**Service Company Rate of Return - Rate Year**

| Line | | Capital Structure (a) | Cost Rate (b) | Weighted Return (c) | Taxes (d) | Pre-tax Return (e) |
|---|---|---|---|---|---|---|
| 1 | Long Term Debt | 50.00% | 3.70% | 1.85% | | 1.85% |
| 2 | | | | | | |
| 3 | Preferred Stock | 0.00% | 0.00% | 0.00% | | 0.00% |
| 4 | | | | | | |
| 5 | Total Common Equity | 50.00% | 10.10% | 5.05% | 3.33% | 8.38% |
| 6 | | | | | | |
| 7 | Total Capitalization | 100.00% | | 6.90% | 3.33% | 10.23% |

Division 3-22

Request:

Please provide the total annual dollar amount of Information Systems investments over the last three fiscal years made by National Grid USA Service Company. Please also identify the total dollar amount of Information Systems investments made during the historical test year. Of these totals, please also provide separately the dollar amounts allocated to the Narragansett Electric gas and electric businesses from these investments. For each of these periods, please separately state the amounts categorized as part of the so-called "USFP" (or "SAP") project.

Response:

Please see Attachment DIV 3-22 and note:

a. The annual dollar amounts for Information Services investments for fiscal year (FY) 2015 through FY 2017are included in Columns F-P of Attachment DIV 3-22.

b. The historical test year dollar amount totals are included in Columns R-T of Attachment DIV 3-22.

c. The allocated amounts to Rhode Island are included in Columns V-AJ of Attachment DIV 3-22. The amounts were calculated using the assigned project allocator and the allocation percentages from the FY18 Service Company Allocation table. Please note that these amounts do not represent the actual allocations to Rhode Island because allocations are triggered by project in-service dates and not spend. Also, these amounts represent the depreciation portion of the rental charge only and do not take into consideration the debt/equity return.

d. The US Foundation Program (USFP) was the original project to consolidate the Human Resources, Finance, and Supply Chain systems onto the SAP Platform. USFP was deemed stabilized/completed in September 2014 and all going forward costs for enhanced functionality or upgrades are being addressed as part of new projects since the work is no longer considered foundational. As noted above, FY15 was the final year that contained USFP costs, which totaled $10.5 million of capital expenditures. All operating expenses related to stabilization, during this time period, were charged to National Grid USA and not to customers. Also, please note that the capital expenditure costs were captured in non-IS cost centers; therefore, they are not shown in Attachment DIV 3-22.

| | | | | FY15 (Actual) | | | FY16 (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 1041 | INVP1041-NY EMS Replacement | 5210 | 0.00% | 1,108,820 | 10,564,616 | 11,673,435 | 26,197 | (359,636) | (333,439) |
| 1043 | INVP1043-NE EMS REPLACEMENT | U-273 | 22.25% | 785,186 | 6,816,423 | 7,601,609 | 415,477 | 1,415,712 | 1,831,189 |
| 1172 | INVP 1172 - AMAG Upgrades | G-020 | 11.22% | 49,198 | 1,536,389 | 1,585,588 | 40,652 | 2,791,689 | 2,832,341 |
| 1185 | INVP_1185 - Distribution/Outage Management System | G-198 | 15.03% | 2,391,091 | 6,010,751 | 8,401,842 | 5,810,659 | 15,802,920 | 21,613,580 |
| 1293 | INVP1293 -MinorWrks FY12- BP229 | G-206 | 30.13% | 288,624 | - | 288,624 | (80,155) | - | (80,155) |
| 1298 | INVP1298 - FSSC Minor Works- BP382 | G-020 | 11.22% | 373,024 | - | 373,024 | (53,009) | - | (53,009) |
| 1332 | INVP1332-Gas Dist Apps - Infrast (Minor Works) | G-239 | 0.00% | 332,353 | - | 332,353 | (40,723) | - | (40,723) |
| 1485 | INVP 1485 - Computapole Application Upgrade | G-186 | 15.12% | - | 24 | 24 | - | (433) | (433) |
| 1518 | INVP1518 InternetMinorWrks-BP385 | G-384 | 0.00% | 11,906 | - | 11,906 | 602 | - | 602 |
| 1549 | INVP_1549 - Non-Inter'l Collect Sys (ITRON/PP4/MVRS) | 5310 | 0.00% | - | (11,000) | (11,000) | - | - | - |
| 1564 | INVP1564 CAS Minor Works- BP384 | G-248 | 1.19% | (5,015) | - | (5,015) | - | - | - |
| 1565 | INVP1565-CRIS Minor Works- BP385 | G-384 | 0.00% | 232,620 | - | 232,620 | (29,103) | - | (29,103) |
| 1642 | 1642 - Radio Standardization Cons | G-020 | 11.22% | - | 32,397 | 32,397 | - | - | - |
| 1695 | INVP1695-NW Strat Minor Wks- BP236 | G-160 | 17.87% | 228,233 | - | 228,233 | (11,110) | - | (11,110) |
| 2162 | INVP 2162 - PRIMAVERA EXPANSION | G-020 | 11.22% | - | (3,957) | (3,957) | - | - | - |
| 2330 | INVP2330A Nucleus Replace- BP382 | G-020 | 11.22% | - | (14,435) | (14,435) | - | - | - |
| 2366 | IN 2366 LI CNI Direct Hw Upgr | C-225 | 0.00% | - | (55,000) | (55,000) | - | - | - |
| 2495 | INVP2495-GMS Telvent DNA -NIMO Gas | 5210 | 0.00% | - | 2,096 | 2,096 | - | - | - |
| 2577 | INVP2577-GIS CONSOL ESRI & ARCFM | G-210 | 7.28% | 20,149 | 558,122 | 578,271 | 21,457 | 178,851 | 200,309 |
| 2582 | INVP2582-LI Gas Cust Cnv CAS to CSS | 5230 | 0.00% | (105,584) | (447,622) | (553,206) | - | 37,806 | 37,806 |
| 2583 | INVP2583 Customer Cnv CRIS to CSS | C-343 | 0.00% | 433,639 | 20,143,112 | 20,576,751 | (83,097) | 994,918 | 911,821 |
| 2852 | INVP 2852 - MA Purch Receivables | 5310 | 0.00% | 76,616 | 340,385 | 417,002 | 1,301 | - | 1,301 |

| | | | | FY15 (Actual) | | | FY16 (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 2853 | INVP_2853 - Customer & Shared Services Minor Works Programme | G-248 | 1.19% | 58,161 | - | 58,161 | 3,516 | - | 3,516 |
| 2864 | INVP 2864 - US GIS Lbase 5230 | 5230 | 0.00% | (2,113) | - | (2,113) | - | - | - |
| 2881 | INVP_2881 - Infrastructure Upgrades (routers/switches etc) | G-220 | 12.30% | - | (21,659) | (21,659) | - | (4,731) | (4,731) |
| 2897 | INVP2897-ElecLogContr | G-370 | 12.14% | 135,855 | - | 135,855 | (8,147) | - | (8,147) |
| 2901 | INVP_2901 - US Data Storage Organic Growth | G-020 | 11.22% | - | 81 | 81 | - | - | - |
| 2915 | INVP2915-Contract Re-Bid - Internet, Collaboration & Email (ICE) | G-020 | 11.22% | 92,367 | - | 92,367 | (2,448) | - | (2,448) |
| 2923 | INVP_2923 - Opex Minor Works | G-018 | 11.22% | - | 612 | 612 | - | - | - |
| 2927 | INVP2927-Desktop Aged Asset Refresh | G-020 | 11.22% | 1,050,072 | 3,770,017 | 4,820,089 | 225,756 | 3,660,880 | 3,886,637 |
| 2935 | INVP2935-US Mobile Device Refresh | G-173 | 11.37% | 89,621 | 1,898,046 | 1,987,667 | (10,222) | 6,613,081 | 6,602,859 |
| 2940 | INVP2940-GRC Enterprise Risk & Comp | G-020 | 11.22% | 144,766 | (537,518) | (392,752) | (431,982) | 55,212 | (376,770) |
| 2951 | INVP2951-Legal Hold Review- BP383 | G-020 | 11.22% | 77,638 | 51,210 | 128,847 | - | (9,382) | (9,382) |
| 2970 | INVP2970 - Security Information & Event Management | G-020 | 11.22% | (494) | 829,055 | 828,561 | - | (52,382) | (52,382) |
| 2974 | INVP 2974 IDS/IPS Service | G-020 | 11.22% | - | 96,642 | 96,642 | - | (4,228) | (4,228) |
| 2975 | INVP2975-INTRO OF TLS FOR EMAIL | G-018 | 11.22% | (598) | (1,589) | (2,187) | - | (53) | (53) |
| 2997 | INVP_2997 - Earned Value Management System (EVM) | G-369 | 12.14% | - | 673 | 673 | - | - | - |
| 3022 | INVP3022-Internet Hosting Tools | G-173 | 11.37% | - | (89) | (89) | - | - | - |
| 3039 | INVP 3039 US eDiscovery | G-020 | 11.22% | - | (11,176) | (11,176) | - | - | - |
| 3040 | INVP 3040 DRS Tact Sec.Invest | G-020 | 11.22% | 94,622 | - | 94,622 | 744 | - | 744 |
| 3136 | INVP3136-New England Gas Leak Rechecks | G-310 | 0.00% | 27,477 | 108,694 | 136,172 | 98,391 | 114,596 | 212,987 |
| 3237 | INVP3237-Street Light Outage Impro | G-198 | 15.03% | 4,503 | 60,814 | 65,318 | 305,822 | (343,419) | (37,598) |

| | | | | FY15 (Actual) | | | FY16 (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 3294 | INVP_3294 - PowerPlant Leased Asset Module | G-012 | 11.22% | - | - | - | - | (29,025) | (29,025) |
| 3357 | INVP_3357 - Telecoms Minor works | G-018 | 11.22% | 112,434 | - | 112,434 | (41,621) | - | (41,621) |
| 3374 | INVP3374 SmallWorld GIS FY13 R 1-1 | G-020 | 11.22% | - | (902) | (902) | - | - | - |
| 3377 | INVP3377-NE&UNYwb-BP2 | G-198 | 15.03% | (86,169) | - | (86,169) | - | - | - |
| 3378 | INVP3378-Rubber Goods Software | G-186 | 15.12% | 2,814 | 325,195 | 328,009 | - | (1,946) | (1,946) |
| 3380 | INVP3380-NERCAlarm-B | 5310 | 0.00% | 4,472 | - | 4,472 | - | - | - |
| 3381 | INVP3381-USNY Gas Take Sta Sec Enhanc | 5210 | 0.00% | - | (612,423) | (612,423) | - | (30,705) | (30,705) |
| 3382 | IN 3382 USNY C-Cure Conv to AMAG | 5210 | 0.00% | - | 15,055 | 15,055 | - | - | - |
| 3412 | INVP3412-New Sec Ctr | G-018 | 11.22% | (39,155) | 290,338 | 251,184 | - | 20,000 | 20,000 |
| 3415 | INVP3415-MV90 Upgrd G198 | G-198 | 15.03% | 3,475 | - | 3,475 | 1,617 | - | 1,617 |
| 3425 | INVP3425-Wireless Network - Expansion | G-020 | 11.22% | 8,382 | 347,198 | 355,580 | - | 44,158 | 44,158 |
| 3430 | INVP3430-Mobility - (MDM) Mobile Device Management / (EMM) | G-020 | 11.22% | - | - | - | - | - | - |
| 3486 | INVP3486-US MDS-Itron Enterprise Edition (IEE) Consolidation and MDS System Stabilization | G-186 | 15.12% | - | - | - | - | - | - |
| 3492 | INVP 3492 Computer Integration Service Foundation | G-020 | 11.22% | 30,030 | 752,755 | 782,785 | 95,620 | 628,002 | 723,622 |
| 3538 | INVP3538-VSTIG Upgrade | G-020 | 11.22% | - | - | - | - | 1,372,273 | 1,372,273 |
| 3564 | INVP 3564 CustomerChoice ESCO | C-225 | 0.00% | 43,257 | 4,634,955 | 4,678,211 | 192,397 | 4,581,961 | 4,774,359 |
| 3600 | INVP 3600 US Web Initiatives | C-175 | 10.71% | - | 102,098 | 102,098 | - | - | - |
| 3612 | INVP 3612 OneStep Cashiering Application | C-T70 | 0.00% | 31,069 | - | 31,069 | - | - | - |
| 3614 | INVP3614-Cyber Security | G-020 | 11.22% | 377,982 | 1,876,539 | 2,254,520 | 119,741 | 11,239,643 | 11,359,384 |
| 3615 | INVP 3615 Success Enterprise Rptg | G-186 | 15.12% | - | 258,312 | 258,312 | - | - | - |
| 3623 | INVP 3623 PAWS Pantena Windows 7 Upgrade | G-020 | 11.22% | (12,754) | - | (12,754) | - | - | - |

| | | | | FY15 (Actual) | | | FY16 (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 3629 | INVP3629-Cascade System for Gas | G-210 | 7.28% | 26,886 | 984,355 | 1,011,241 | (20,667) | 378,244 | 357,576 |
| 3637 | INVP3637 Damage Tracking System Enhancements | G-210 | 7.28% | 54,343 | 633 | 54,976 | - | (14) | (14) |
| 3642 | INVP 3642 Replace MDSI Device | 5230 | 0.00% | (9,085) | 706,881 | 697,796 | - | - | - |
| 3644 | INVP3644-Internet Explorer Upgrade - IE11 | G-020 | 11.22% | - | 136,959 | 136,959 | 879 | 6,988 | 7,867 |
| 3667 | INVP3667 Sharepoint Feasibility | G-020 | 11.22% | 58,122 | - | 58,122 | (1,823) | - | (1,823) |
| 3669 | Strategy for eco-system | N-130 | 7.91% | 369,413 | - | 369,413 | - | - | - |
| 3670 | INVP3670-JCAPS/legacy interface migration and decommission | G-020 | 11.22% | 48,554 | - | 48,554 | - | - | - |
| 3678 | INVP3678-Nationalgrid.com Upg G020 | G-020 | 11.22% | 13,600 | - | 13,600 | (13,600) | - | (13,600) |
| 3683 | INVP3683-DR&S Future Programme | G-020 | 11.22% | - | - | - | - | - | - |
| 3716 | INVP 3716 US Operations Network Improvements | G-027 | 11.27% | - | - | - | - | - | - |
| 3718 | INVP3718-New Medical System | G-027 | 11.27% | - | - | - | - | - | - |
| 3723 | INVP3723-Customer and Digital Minor Works | C-175 | 10.71% | 185,465 | - | 185,465 | (6,843) | - | (6,843) |
| 3737 | INVP3737-US CNI GMS-SCADA Upgrade and Consolidation | C-210 | 7.37% | 91,199 | 14,396 | 105,595 | 286,658 | 872,827 | 1,159,485 |
| 3749 | INVP3749 iScheduler Strat C198 | C-198 | 14.22% | 1,315 | - | 1,315 | - | - | - |
| 3838 | INVP3838-Work Mngt FO Gas | G-210 | 7.28% | 330,136 | - | 330,136 | 2,314 | - | 2,314 |
| 3839 | INVP3839 NY Retail Access Mandate | G-170 | 0.00% | 177,665 | 1,129,882 | 1,307,547 | 105,921 | 1,729,148 | 1,835,069 |
| 3851 | INVP3851-Voice Record Elec Control Rooms | G-181 | 0.00% | - | - | - | - | - | - |
| 3853 | INVP 3853 UNY C Cure Cnvto AMAG | G-113 | 0.00% | 17,154 | 480,642 | 497,796 | - | - | - |
| 3857 | INVP3857-XP remediation (US only) | G-020 | 11.22% | 1,254 | - | 1,254 | 65,215 | - | 65,215 |
| 3859 | INVP3859-NY Storm Credit | 5210 | 0.00% | 55,614 | 180,655 | 236,269 | 190,303 | (180,013) | 10,290 |
| 3862 | INVP3862-CCH to Maximo Conversion | G-227 | 0.00% | 56,230 | - | 56,230 | 44,720 | - | 44,720 |
| 3871 | INVP3871-US Claims Risk Master Replacement | Q-146 | 10.07% | - | - | - | 76,221 | - | 76,221 |
| 3882 | INVP3882-NYS Pipeline Safety CMS Regulatory Compliance | G-207 | 0.00% | - | - | - | 150,190 | 385,742 | 535,932 |
| 3883 | INVP3883-Mobile Device Refresh for Protection Telecom Operations (PTO) | G-173 | 11.37% | 16,302 | 53,112 | 69,414 | (5,760) | 2,099,781 | 2,094,021 |
| 3884 | Incident Action Plan (IAP) for US Emergency Response | G-027 | 11.27% | 45,202 | - | 45,202 | - | - | - |
| 3896 | INVP3896-Athena | G-020 | 11.22% | 456,028 | 150,744 | 606,771 | 2,667,179 | 1,842,044 | 4,509,223 |
| 3899 | INVP 3899 Cloud Enablement - Microsoft Azure | 5020 | 0.00% | - | - | - | - | - | - |
| 3901 | INVP3901-Virtual Desktop Offshore | G-020 | 11.22% | - | - | - | - | - | - |
| 3914 | INVP3914-Bill Print Fac Relocation | C-173 | 10.71% | - | - | - | 282,322 | 14,863 | 297,185 |

| | | | | FY15 (Actual) | | | FY16 (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| INVP | Project | Allocator | % to RI | OpEx | CapEx | TotEx | OpEx | CapEx | TotEx |
| 3915 | INVP3915-Annual HR & Payroll Mandatory Service Pack Upgrade (HRSP) | G-012 | 11.22% | - | - | - | 28,093 | - | 28,093 |
| 3918 | INVP3918-Regulatory Requirements, Reporting & Rate Case support | G-020 | 11.22% | - | - | - | - | - | - |
| 3922 | INVP3922-Access Violation (& Regulation) Management | G-020 | 11.22% | - | - | - | - | - | - |
| 3924 | INVP3924-Host Transition | G-020 | 11.22% | - | - | - | - | - | - |
| 3932 | INVP3932-Customer Contact Center / SDC Technology Upgrade Implement Solution | C-175 | 10.71% | - | - | - | - | - | - |
| 3941 | INVP3941-Distributed Generation Application Tracking | G-198 | 15.03% | - | - | - | - | - | - |
| 3955 | INVP3955-EJ Ward Upgrade | G-235 | 0.00% | - | - | - | 57,878 | 18,435 | 76,313 |
| 3956 | INVP 3956 WIFI for Fleet Services Diagnostic Laptops | G-352 | 11.33% | - | - | - | - | - | - |
| 3970 | INVP3970-US CNI NY EMS-Conversion to MPLS | 5210 | 0.00% | - | - | - | - | - | - |
| 3976 | INVP3976 - IDS Next Generation 2.0 | G-186 | 15.12% | - | - | - | - | - | - |
| 3985 | INVP 3985-Document Management System Replacement | G-149 | 11.30% | - | - | - | - | - | - |
| 3999 | IRIS Programme | G-020 | 11.22% | 216,504 | - | 216,504 | - | - | - |
| 4001 | INVP4001-Data Centre Decommission D&I | G-020 | 11.22% | - | - | - | - | - | - |
| 4024 | INVP4024-Soft Off Mandate | C-207 | 0.00% | 126,763 | - | 126,763 | (22,309) | 1,344,103 | 1,321,794 |
| 4025 | INVP4025-Mandated Minor Works on FSSC Systems (Excludes SAP) | G-020 | 11.22% | - | - | - | 33,164 | - | 33,164 |
| 4026 | INVP4026-Val Add Cust Sys-All Ret | C-175 | 10.71% | - | - | - | 3,978 | - | 3,978 |
| 4041 | INVP4041-Operations Minorworks | G-015 | 11.86% | - | - | - | 125,054 | - | 125,054 |
| 4044 | INVP4044-US Control-Wires Down Regulatory Compliance | 5310 | 0.00% | - | - | - | 631,096 | - | 631,096 |
| 4045 | INVP4045-Double Pole Management Database | G-198 | 15.03% | - | - | - | - | - | - |
| 4047 | INVP4047-Customer and Digital Minor Works | C-175 | 10.71% | - | - | - | 23,852 | - | 23,852 |
| 4050 | INVP 4050 Network Strategy Minorworks | G-015 | 11.86% | - | - | - | 22,925 | - | 22,925 |
| 4055 | INVP4055-RI Renewable Energy | 5360 | 100.00% | 97,376 | - | 97,376 | 236,911 | 428,390 | 665,301 |
| 4056 | INVP4056-OutDoor WiFi RI | 5360 | 100.00% | 74,240 | - | 74,240 | 1,618 | - | 1,618 |
| 4058 | INVP 4058 Tech MW | G-020 | 11.22% | - | - | - | - | - | - |
| 4074 | INVP4074-MA Gas 4 Hour Appointment Window | C-310 | 0.00% | - | - | - | 96,452 | 225,478 | 321,929 |
| 4102 | INVP4102-Mobile Capture of Plastic Fusion Data | G-207 | 0.00% | - | - | - | 88,181 | 277,343 | 365,524 |

| | | | | FY15 (Actual) | | | FY16 (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 4104 | INVP4104-iRestore First Responder App | G-198 | 15.03% | - | - | - | 56,715 | - | 56,715 |
| 4115 | INVP4115-Customer Systems Regulatory and Operational Mandates | C-175 | 10.71% | - | - | - | 561,976 | - | 561,976 |
| 4119 | INVP 4119 AMR Opt-Out Charges | C-434 | 15.42% | - | - | - | 201,836 | - | 201,836 |
| 4124 | INVP4124-Automate Remote Net Metering | C-198 | 14.22% | - | - | - | 257,043 | 42,120 | 299,162 |
| 4133 | INVP4133-LI Stabilization | 5230 | 0.00% | - | - | - | 121,033 | 693,530 | 814,562 |
| 4136 | INVP4136-Dig Safe NE Replacement | G-313 | 20.48% | - | - | - | 44,196 | - | 44,196 |
| 4137 | INVP4137-New England (NE) Retail Access Mandates | C-277 | 0.00% | - | - | - | - | - | - |
| 4170 | INVP4170-Time Transformation | G-020 | 11.22% | - | - | - | - | - | - |
| 4172 | INVP4172-Cross Company Enhancements | C-175 | 10.71% | - | - | - | 175,000 | 11,618,118 | 11,793,118 |
| 4176 | INVP4176-Operations Minorworks FY17 | G-146 | 11.86% | - | - | - | - | - | - |
| 4183 | INVP4183-Auto Meter Intrface-KEDNY | 5220 | 0.00% | - | - | - | 113,205 | 2,084 | 115,290 |
| 4185 | INVP4185-Customer and Digital Operational Mandates | C-175 | 10.71% | - | - | - | - | - | - |
| 4188 | INVP4188-Ageing System Stabilization/Upgrades | 5020 | 0.00% | - | - | - | - | - | - |
| 4192 | INVP4192-Windows 2000 web servers risk RSK-309 mitigation | G-175 | 11.37% | - | - | - | - | - | - |
| 4193 | INVP4193-RI Street Light Metering Pilot | 5360 | 100.00% | - | - | - | - | - | - |
| 4195 | INVP4195-Gridforce Security Upgrade | C-173 | 10.71% | - | - | - | 20,364 | 2,960 | 23,323 |
| 4208 | INVP4208-Customer Systems Operations | C-175 | 10.71% | - | - | - | - | - | - |
| 4214 | INVP4214-FERC Wholesale Customer System Replacement | T-400 | 6.85% | - | - | - | - | - | - |
| 4217 | INVP4217-US SAP: Business Planning Consalidation (BPC) - HANA | 5020 | 0.00% | - | - | - | - | - | - |
| 4218 | INVP4218-Blanket Work Order Pilot | G-020 | 11.22% | - | - | - | - | - | - |
| 4219 | INVP4219-PowerPlan upgrade | G-020 | 11.22% | - | - | - | - | - | - |
| 4222 | INVP4222-GRC Upgrade | G-020 | 11.22% | - | - | - | - | - | - |
| 4223 | INVP4223-US SAP: Business Objects Environment (BOE) Update (annual) | G-020 | 11.22% | - | - | - | - | - | - |
| 4224 | INVP4224-US SAP: Annual HANA update | G-020 | 11.22% | - | - | - | - | - | - |
| 4225 | INVP4225-US SAP: Ancillary SAP Application Updates | G-020 | 11.22% | - | - | - | - | - | - |
| 4226 | INVP4226-Ariba Updates | G-020 | 11.22% | - | - | - | - | - | - |
| 4244 | INVP4244-EBB Gas Trading | C-210 | 7.37% | - | - | - | 58,887 | 147,338 | 206,225 |
| 4263 | INVP4263-US Web Auth | G-020 | 11.22% | - | - | - | 59,673 | 55,223 | 114,896 |
| 4266 | INVP4266-Windows 7 Phase 3 | G-020 | 11.22% | - | - | - | 69,053 | 4,428 | 73,481 |
| 4274 | INVP4274-VSTIG Hardware Refresh | G-020 | 11.22% | - | - | - | - | - | - |
| 4280 | INVP4280-VSTIG Upgrade - Phase 2 | G-020 | 11.22% | - | - | - | - | - | - |

| INVP | Project | Allocator | % to RI | FY15 (Actual) OpEx | FY15 (Actual) CapEx | FY15 (Actual) TotEx | FY16 (Actual) OpEx | FY16 (Actual) CapEx | FY16 (Actual) TotEx |
|---|---|---|---|---|---|---|---|---|---|
| 4286 | INVP4286-Active Directory Remediation F&A | G-020 | 11.22% | - | - | - | - | - | - |
| 4288 | INVP4288-AD Data Cleanse | G-020 | 11.22% | - | - | - | - | - | - |
| 4289 | INVP4289-US Network Improvements | G-020 | 11.22% | - | - | - | - | - | - |
| 4298 | INVP4298-NY REV Clifton Park Demo Information Systems readiness | 5210 | 0.00% | - | - | - | - | - | - |
| 4306 | INVP4306-Juniper VPN Upgrade | G-020 | 11.22% | - | - | - | - | - | - |
| 4307 | INVP4307-Desktop XP to Win7 | G-020 | 11.22% | - | - | - | - | - | - |
| 4313 | INVP4313-Disconnect Notices | 5220 | 0.00% | - | - | - | - | - | - |
| 4323 | INVP4323-US Mainframe Upgrade | G-020 | 11.22% | - | - | - | 31,000 | 2,583,453 | 2,614,453 |
| 4324 | INVP 4324 21st Century - Frame Relay Termination | C-198 | 14.22% | - | - | - | - | - | - |
| 4331 | INVP 4331 T-Systems Data Center Move | G-020 | 11.22% | - | - | - | 224,259 | - | 224,259 |
| 4347 | INVP 4347 NYC Leave on for Landlord Program | 5220 | 0.00% | - | - | - | - | - | - |
| 4348 | INVP 4348 SAP Infrastructure Landscape | 5020 | 0.00% | - | - | - | - | - | - |
| 4350 | INVP4350-Electric Ops, Net Strat, & Control Rooms | G-146 | 11.86% | - | - | - | - | - | - |
| 4353 | INVP4353-SAP/PowerPlan/Front Office Maintenance of Business (MOB) | G-020 | 11.22% | - | - | - | - | - | - |
| 4354 | INVP4354-US FSSC Minor Works | G-020 | 11.22% | - | - | - | - | - | - |
| 4357 | INVP4357-SmallWorld GIS Update for LED Streetlight | G-198 | 15.03% | - | - | - | - | - | - |
| 4362 | INVP 4362 Legacy DMZ migration to vSTIG | G-020 | 11.22% | - | - | - | - | - | - |
| 4363 | INVP4363 - HHS Performance File | C-170 | 0.00% | - | - | - | - | - | - |
| 4364 | INVP4364 Wireless LAN Network Expansion | G-020 | 11.22% | - | - | - | - | - | - |
| 4365 | INVP4365- New Medical System | G-027 | 11.27% | - | - | - | - | - | - |
| 4368 | INVP4368 - Legacy VSTIG Migration & Decommission | G-020 | 11.22% | - | - | - | - | - | - |
| 4373 | INVP4373 - Contingent Labor Workforce Admin Replacement | G-020 | 11.22% | - | - | - | - | - | - |
| 4377 | INVP4377 - Data Centre Decommission Melville Discovery | G-020 | 11.22% | - | - | - | - | - | - |
| 4379 | INVP4379- US Control aDMS Functional Testing | 5210 | 0.00% | - | - | - | - | - | - |
| 4382 | INVP4382 - US Digital Communications | G-020 | 11.22% | - | - | - | - | - | - |
| 4383 | INVP4383 - NY Community Choice Aggregation Report | C-170 | 0.00% | - | - | - | - | - | - |
| 4386 | INVP4386 - Verizon Audio to Webex | G-020 | 11.22% | - | - | - | - | - | - |
| 4390 | INVP4390 - Plastic Fusion II | G-210 | 7.28% | - | - | - | - | - | - |

| | | | | FY15 (Actual) | | | FY16 (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| INVP | Project | Allocator | % to RI | OpEx | CapEx | TotEx | OpEx | CapEx | TotEx |
| 4391 | INVP4391 - Operations MW | G-148 | 11.86% | - | - | - | - | - | - |
| 4392 | INVP4392 - PPMI | G-020 | 11.22% | - | - | - | - | - | - |
| 4394 | INVP4394-NE Gas Leak Recheck (next phase) | G-310 | 0.00% | - | - | - | - | - | - |
| 4395 | INVP4395 US Mobile Device Refresh - FY18 | 5020 | 0.00% | - | - | - | - | - | - |
| 4397 | INVP4397 Ariba TLS & CI | G-020 | 11.22% | - | - | - | - | - | - |
| 4398 | INVP4398 - Storms-IScheduler Upgrade Stabilization. | G-160 | 17.87% | - | - | - | - | - | - |
| 4399 | INVP4399 - FSSC&HR Systems (Non-SAP) Operational Requirements & Upgrades - FY18 | G-020 | 11.22% | - | - | - | - | - | - |
| 4400 | INVP 4400 HR & Payroll Mand Svc Pck | G-020 | 11.22% | - | - | - | - | - | - |
| 4408 | INVP4408 - DMS Replacement - Delivery | G-149 | 11.30% | - | - | - | - | - | - |
| 4411 | INVP4411 - New Customer Connections Program | 5210 | 0.00% | - | - | - | - | - | - |
| 4420 | INVP4420- US CNI OMS-FocalPoint Infrastructure Upgrade | G-198 | 15.03% | - | - | - | - | - | - |
| 4421 | INVP4421 - New Arrearage Forgiveness Plan | G-316 | 100.00% | - | - | - | - | - | - |
| 4429 | INVP4429 - KEDLI Rate Case | 5230 | 0.00% | - | - | - | - | - | - |
| 4448 | INVP4448 - Low Income Order | C-195 | 0.00% | - | - | - | - | - | - |
| 4449 | INVP4449 - EPA File | C-175 | 10.71% | - | - | - | - | - | - |
| 4451 | INVP4451 - Gas Transportation System Phase II (GTIS) | G-225 | 0.00% | - | - | - | - | - | - |
| 4453 | INVP 4453 Continuous Emissions Monitoring Improvement | G-324 | 0.00% | - | - | - | - | - | - |
| 4461 | INVP4461 - Unix51 Interface Migration | G-020 | 11.22% | - | - | - | - | - | - |
| 4462 | INVP4462 - Computapole Enhancements to Support Inspection Types | T-186 | 9.41% | - | - | - | - | - | - |
| 4464 | INVP4464 - Data Visualization | G-020 | 11.22% | - | - | - | - | - | - |
| 4469 | INVP4469 Informatica Upgrade/Microstrategy Replacement Program F&A | G-227 | 0.00% | - | - | - | - | - | - |
| 4473 | INVP 4473 US Control-UNY Electric Control Rooms Voice Recorder Upgrade | G-181 | 0.00% | - | - | - | - | - | - |
| 4477 | INVP4477-Customer FY18 Minor Works (former Customer & Digital) | C-175 | 10.71% | - | - | - | - | - | - |
| 4486 | INVP4486-General Ledger Interface CRIS to SAP | G-384 | 0.00% | - | - | - | - | - | - |
| 4491 | INVP4491-ICE Replacement | 5020 | 0.00% | - | - | - | - | - | - |

| | | | | FY15 (Actual) | | | FY16 (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 4529 | INVP4529 - Service Now Deployment - Release 2 | G-020 | 11.22% | - | - | - | - | - | - |
| 4555 | RI Renewable Energy Program changes | 5360 | 100.00% | - | - | - | - | - | - |
| 4557 | INVP 4557 - US SAP: Report Optimization | 5020 | 0.00% | - | - | - | - | - | - |
| 4568 | INVP 4568 – US CNI-EMS and OMS Lifecycle Hardware Upgrade | 5020 | 0.00% | - | - | - | - | - | - |
| 4570 | INVP4570 US CNI Network Equip Rep | G-186 | 15.12% | - | - | - | - | - | - |
| 4575 | INVP 4575 Software Defined Networking | 5020 | 0.00% | - | - | - | - | - | - |
| 4577 | INVP 4577 Call Manager Upgrade | 5020 | 0.00% | - | - | - | - | - | - |
| 4584 | INVP 4584 Review of DRMS Proposals and Integration of Selected DRMS into Nationa Grid Systems | G-198 | 15.03% | - | - | - | - | - | - |
| 4588 | INVP 4588 US SAP: Upgrade Solution Manager | G-020 | 11.22% | - | - | - | - | - | - |
| 4591 | INVP4591 NY REV: Distributed System Implementation Plan | 5210 | 0.00% | - | - | - | - | - | - |
| 4593 | INVP4593 US GIS Landbase Data Acquisition, Asset Realignment, and Gas Services Mapping | G-210 | 7.28% | - | - | - | - | - | - |
| 4605 | INVP 4605 Strategy Work - End User Computing, Data Center and Network: | 5020 | 0.00% | - | - | - | - | - | - |
| 4630 | INVP4630 - GIS Consolidation II | G-210 | 7.28% | - | - | - | - | - | - |
| 4631 | INVP4631 - Box Enablement | G-020 | 11.22% | - | - | - | - | - | - |
| 4632 | INVP 4632 US Video Conference Room Upgrade for Res Woods | 5020 | 0.00% | - | - | - | - | - | - |
| 4642 | INVP 4642 Microsoft ELA renewal | G-020 | 11.22% | - | - | - | - | - | - |
| 4645 | INVP 4645 Refresh of network equipment at Verizon supported Sites (transformed sites-core infrastructure sites) | 5020 | 0.00% | - | - | - | - | - | - |
| 4648 | INVP 4648 Network Tx-CEMS | G-020 | 11.22% | - | - | - | - | - | - |
| 4649 | INVP 4649 HANA Licenses | G-020 | 11.22% | - | - | - | - | - | - |
| 4651 | INVP 4651 Operation Telecommunicaton Modernization | G-327 | 4.85% | - | - | - | - | - | - |
| 4653 | INVP4653 MyAccount Technical Bluepoint | C-175 | 10.71% | - | - | - | - | - | - |
| 4657 | INVP 4657 Digital Comms Infonet Audit | G-020 | 11.22% | - | - | - | - | - | - |
| 4662 | INVP4662 - Concur Licenses | 5020 | 0.00% | - | - | - | - | - | - |
| 4668 | INVP 4668 Improve Back-office Syste | G-020 | 11.22% | - | - | - | - | - | - |

| | | | | FY15 (Actual) | | | FY16 (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 4669 | INVP 4669 US SAP: Max attention | G-020 | 11.22% | - | - | - | - | - | - |
| 4670 | INVP 4670 - Acquisition of Remote Sensing Data | G-310 | 0.00% | - | - | - | - | - | - |
| 4671 | INVP4671 Mobile Device Refresh – FY17 | G-175 | 11.37% | - | - | - | - | - | - |
| 4673 | INVP 4673 - PI Enterprise Deployment | G-327 | 4.85% | - | - | - | - | - | - |
| 4674 | INVP 4674 Log Logic | 5020 | 0.00% | - | - | - | - | - | - |
| 4676 | INVP 4676 Hix D/C Improvement | G-020 | 11.22% | - | - | - | - | - | - |
| 4677 | INVP 4677 App Monitioring | G-020 | 11.22% | - | - | - | - | - | - |
| 4679 | INVP 4679 Cisco Prime | 5020 | 0.00% | - | - | - | - | - | - |
| 4680 | INVP4680 WAP Density deployment | 5020 | 0.00% | - | - | - | - | - | - |
| 4681 | INVP4681 zScaler | 5020 | 0.00% | - | - | - | - | - | - |
| 4682 | INVP 4682 MaaS 360 Payoff | G-020 | 11.22% | - | - | - | - | - | - |
| 4683 | INVP 4683 RSA Token Purchase | G-020 | 11.22% | - | - | - | - | - | - |
| 4684 | INVP 4684 CPE Buyback | 5020 | 0.00% | - | - | - | - | - | - |
| 4687 | INVP 4687 Network Tx-NB/MTC | G-020 | 11.22% | - | - | - | - | - | - |
| 4688 | INVP 4688 Legacy DMZ Firewalls | 5020 | 0.00% | - | - | - | - | - | - |
| 4689 | INVP 4689 Aged Printer Refresh | G-020 | 11.22% | - | - | - | - | - | - |
| 4692 | INVP 4692 - Experian NetConnect Upgrade | 5020 | 0.00% | - | - | - | - | - | - |
| 4693 | INVP 4693 IS Enterprise Lab | G-020 | 11.22% | - | - | - | - | - | - |
| 4697 | INVP4697-HP Exstream upgra to v9.5 | G-020 | 11.22% | - | - | - | - | - | - |
| 4705 | INVP 4705 - NG Labs_US | G-020 | 11.22% | - | - | - | - | - | - |
| 4729 | INVP 4729 - Acquisition of Remote Sensing NY Areal Data | G-113 | 0.00% | - | - | - | - | - | - |
| 4750 | INVP 4750 Customer Experience Transformation Tech Program | 5020 | 0.00% | - | - | - | - | - | - |
| 0823b | INVP 0823b DATA LOSS PREVENTION | G-020 | 11.22% | - | 188,200 | 188,200 | - | 141,914 | 141,914 |
| 0823c | INVP 0823C Laptop & Port Device Info Protect | G-020 | 11.22% | - | (246,453) | (246,453) | - | 1,408 | 1,408 |
| 0823d | INVP 0823D DB Compliance | G-020 | 11.22% | - | 158,135 | 158,135 | - | (158,135) | (158,135) |
| 1549B | INVP 1549B Meter Reading System Con | G-173 | 11.37% | (0) | 40,332 | 40,332 | - | - | - |
| 1643F | INVP1643F-NMPCRate BP | 5210 | 0.00% | - | (459) | (459) | - | - | - |
| 1652B2 | IN1652B2 R.I Barn WLAN Co. 48 | 5360 | 100.00% | - | 1,141 | 1,141 | - | - | - |
| 2178D | IN2178D - Field Replacement Devices | 5320 | 0.00% | - | 8,875 | 8,875 | - | - | - |
| 2204B | INVP2204B-Contact Center Technology- At Home Agents | G-173 | 11.37% | - | (3,633) | (3,633) | - | - | - |
| 2204C | INVP2204C-Northboro + Metrotech Call Centers | G-384 | 0.00% | - | (11,482) | (11,482) | - | - | - |
| 2204F | INVP 2204F - Customer Contact Ctr Tech Upgrade | C-434 | 15.42% | 305,407 | - | 305,407 | 154,619 | - | 154,619 |

| | | | | FY15 (Actual) | | | FY16 (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 2495F | IN 2495F UNY GMS Obsolete Tele Repl | 5210 | 0.00% | - | (23,984) | (23,984) | - | - | - |
| 2495G | INVP 2495G CNI GMS IDEN Modem Telemetry Replacement - FY13-FY14 | 5330 | 0.00% | - | 20,000 | 20,000 | - | - | - |
| 2495H | INVP 2495H-GMS EOL Frame Relay | G-018 | 11.22% | 62,458 | 3,130,737 | 3,193,195 | (62,458) | 2,283,635 | 2,221,177 |
| 2495I | INVP 2495I CNI GMS | G-210 | 7.28% | - | (14,448) | (14,448) | - | 20,954 | 20,954 |
| 2573B | INVP2573B-SmartGrid Programme | 5310 | 0.00% | 42,931 | - | 42,931 | 1,909 | - | 1,909 |
| 2575A | INVP2575A US Front Office Roadmap | G-015 | 11.86% | 224,242 | - | 224,242 | - | - | - |
| 2577C | INVP2577C-US GIS Gas Consolidation Upgrade | G-112 | 0.00% | - | - | - | 38,094 | - | 38,094 |
| 2830A | INVP2830A N.E Power- Co 10 | 5410 | 0.00% | - | (4,391) | (4,391) | - | - | - |
| 2830B | INVP2830B Dig Fault Niagra Mohawk | 5210 | 0.00% | - | (68,507) | (68,507) | - | - | - |
| 2830C | INVP2830C Narragansett | 5360 | 100.00% | - | (852) | (852) | - | - | - |
| 2881D | INVP2881D-CNI GMS Infra Upgrades | 5210 | 0.00% | - | 30,022 | 30,022 | - | 4,502 | 4,502 |
| 2892B | INVP2892B-SecAccess B | G-220 | 12.30% | (168,415) | 686,957 | 518,542 | - | (530) | (530) |
| 2960C | INVP2960C - GridForce SaaS Ph2 | G-210 | 7.28% | - | 982,458 | 982,458 | - | 70,800 | 70,800 |
| 2966/2969 | INVP2966 Tiered Security | N-130 | 7.91% | (6,410) | - | (6,410) | - | - | - |
| 2982a | INVP 2982a Identity & Access Mgt Pr | G-020 | 11.22% | - | 62,424 | 62,424 | - | - | - |
| 2982b | INVP 2982b Identity & Access M | G-020 | 11.22% | - | 1,930,717 | 1,930,717 | - | (586,670) | (586,670) |
| 2983a | INVP 2983a CNI Network Securit | G-020 | 11.22% | - | 8,192 | 8,192 | - | - | - |
| 2983b | IN 2983b DIG RISK SEC-GEN EMS | 5430 | 0.00% | - | 9,832 | 9,832 | - | - | - |
| 2997B | INVP2997 Earned Value - Phase 2 | G-186 | 15.12% | 87 | 54 | 141 | - | - | - |
| 3019A | INVP 3019A US CNI DKMS | G-098 | 9.72% | - | 9,669 | 9,669 | - | (247,293) | (247,293) |
| 3124B | INVP3124B-GLOBAL HR STRATEGY | G-020 | 11.22% | - | (52,656) | (52,656) | - | (51,177) | (51,177) |
| 3124C | INVP 3124C - Global HR Sys L&D | G-020 | 11.22% | - | 24,922 | 24,922 | - | - | - |
| 3202N | INVP 3202N - NE Power Phys Securit | 5410 | 0.00% | - | 759,060 | 759,060 | - | - | - |
| 3202P | INVP 3202P - RI Gas Phys Securit | 5360 | 100.00% | - | 269 | 269 | - | - | - |
| 3375B | INVP3375B-XMLBillDely | G-179 | 18.64% | (2,769) | - | (2,769) | - | - | - |
| 3375B/C | INVP3375B/C-Challenge the Limits - DOXO XML | G-179 | 18.64% | - | 579,899 | 579,899 | - | 36,377 | 36,377 |
| 3375C | INVP3375C-DOXO Bill-B | G-179 | 18.64% | (510,934) | - | (510,934) | - | - | - |
| 3375D | INVP3375D-ReducLtrs-B | G-179 | 18.64% | (1,261) | 351,534 | 350,273 | 3,009 | 58,325 | 61,334 |
| 3600B | INVP3600B US Web Initiatives 2 | C-175 | 10.71% | 24,032 | 2,058,498 | 2,082,530 | 63,411 | 2,058,096 | 2,121,507 |
| 3617B | INVP3617B DNY Capitalize Asset Replacement & Installation | G-236 | 0.00% | - | 706,502 | 706,502 | - | 1,547,225 | 1,547,225 |
| 3617C | INVP3617C-NE Capitalize Asset Replacement & Installation | G-267 | 20.28% | - | 381,656 | 381,656 | - | 1,415,968 | 1,415,968 |
| 3617D | INVP 3617D UNY Capitalize Asset Replacement & Installation | G-113 | 0.00% | - | 880 | 880 | - | 542,899 | 542,899 |
| 3839A | INVP3839A-NY Retail Access Mandate Phase 2 | C-170 | 0.00% | - | - | - | 163,148 | 562,484 | 725,631 |

| | | | | FY15 (Actual) | | | FY16 (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 3859Adj | $ mapped to Service Delivery vs PD (Trish) thru Oct2015, corrected for Nov2015 | 5210 | 0.00% | - | - | - | (165,218) | - | (165,218) |
| 3999A | INVP3999A-IRIS Programme | G-020 | 11.22% | - | - | - | 57,173 | - | 57,173 |
| 3999B | INVP3999B-IRIS Programme | G-020 | 11.22% | - | - | - | 892 | - | 892 |
| 4411A | INVP4411 - New Customer Connections Program | 5210 | 0.00% | - | - | - | - | - | - |
| 4411B | INVP 4411B Distributed Generation NE | C-284 | 27.18% | - | - | - | - | - | - |
| 4411C | INVP 4411C New Electric Connections | C-198 | 14.22% | - | - | - | - | - | - |
| Burden | OpEx Burden Adjustment | G-020 | 11.22% | (613,100) | - | (613,100) | (1,674,900) | - | (1,674,900) |
| Customer Roadmap | Customer Systems Roadmap | G-020 | 11.22% | - | - | - | - | - | - |
| FY13F, FY14F | 5110S-DESIGN PRJ ST UP (FSSC)- BP382 | G-020 | 11.22% | 229,705 | - | 229,705 | 173,360 | - | 173,360 |
| FY13F, FY14N | 5110S-Design PRJ ST UP (Net Ops)-BP382 | G-020 | 11.22% | 33,585 | - | 33,585 | - | - | - |
| IBM Change | IBM Change Mgmt | G-020 | 11.22% | - | - | - | - | - | - |
| MgmtTask- | USFP adjustment related to 4401 | G-020 | 11.22% | - | - | - | (139,197) | - | (139,197) |
| Panas | Panasonic XP Rugged Devices | G-175 | 11.37% | - | (50,965) | (50,965) | - | - | - |
| Phy Sec | Physical Security | Detail below | | - | - | - | - | - | - |
| USFP | IO X5330001529 (USFP R3) | 5330 | 0.00% | - | - | - | 37,750 | - | 37,750 |
| USFP3915 | USFP3915-Reversal for INVP3915 | G-012 | 11.22% | - | - | - | (28,093) | - | (28,093) |
| W/O_2733 | OpEx Write-off - FSSC | G-018 | 11.22% | - | - | - | 245,186 | - | 245,186 |
| | | | **Total** | **10,598,409** | **75,196,631** | **85,795,040** | **12,581,376** | **81,009,158** | **93,590,534** |

| INVP | Project | Allocator | % to RI | FY15 (Actual) OpEx | FY15 (Actual) CapEx | FY15 (Actual) TotEx | FY16 (Actual) OpEx | FY16 (Actual) CapEx | FY16 (Actual) TotEx |
|---|---|---|---|---|---|---|---|---|---|
| **In FY17, Work Orders corresponding to OpCo's were opened without an INVP - each has its own allocator:** | | | | | | | | | |
| 90000180238 | Physical Security Replacements | 5210 | 0.00% | | | | | | |
| 90000180292 | Physical Security Replacements | G-018 | 11.22% | | | | | | |
| 90000180243 | Physical Security Replacements | 5220 | 0.00% | | | | | | |
| 90000180283 | Physical Security Replacements | 5230 | 0.00% | | | | | | |
| 90000180285 | Physical Security Replacements | 5310 | 0.00% | | | | | | |
| 90000180286 | Physical Security Replacements | 5330 | 0.00% | | | | | | |
| 90000180289 | Physical Security Replacements | 5340 | 0.00% | | | | | | |
| 90000180290 | Physcial Security Replacements | 5360 | 100.00% | | | | | | |
| 90000180291 | Physical Security Enhancements | 5360 | 100.00% | | | | | | |
| 90000180295 | Physical Security Replacments | G-423 | 0.00% | | | | | | |
| 90000180293 | Physical Security Replacements | G-114 | 0.00% | | | | | | |
| 90000180294 | Physical Security Replacements | G-286 | 37.87% | | | | | | |
| 90000180946 | HIX17_SCC Backup Renovation | G-423 | 0.00% | | | | | | |

| | | | | FY17 (Actual) | | | Test Year (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 1041 | INVP1041-NY EMS Replacement | 5210 | 0.00% | 2,086 | (102,323) | (100,237) | 15,446 | 18,322 | 33,768 |
| 1043 | INVP1043-NE EMS REPLACEMENT | U-273 | 22.25% | 661 | (412,998) | (412,337) | 20,148 | (320,939) | (300,790) |
| 1172 | INVP 1172 - AMAG Upgrades | G-020 | 11.22% | 26,270 | 907,755 | 934,025 | 27,314 | 357,273 | 384,588 |
| 1185 | INVP_1185 - Distribution/Outage Management System | G-198 | 15.03% | 139,921 | (314,820) | (174,900) | 294,876 | (698,616) | (403,741) |
| 1293 | INVP1293 -MinorWrks FY12- BP229 | G-206 | 30.13% | - | - | - | - | - | - |
| 1298 | INVP1298 - FSSC Minor Works- BP382 | G-020 | 11.22% | - | - | - | - | - | - |
| 1332 | INVP1332-Gas Dist Apps - Infrast (Minor Works) | G-239 | 0.00% | - | - | - | - | - | - |
| 1485 | INVP 1485 - Computapole Application Upgrade | G-186 | 15.12% | - | - | - | - | - | - |
| 1518 | INVP1518 InternetMinorWrks-BP385 | G-384 | 0.00% | - | - | - | - | - | - |
| 1549 | INVP_1549 - Non-Inter'l Collect Sys (ITRON/PP4/MVRS) | 5310 | 0.00% | - | - | - | - | - | - |
| 1564 | INVP1564 CAS Minor Works- BP384 | G-248 | 1.19% | - | - | - | - | - | - |
| 1565 | INVP1565-CRIS Minor Works- BP385 | G-384 | 0.00% | - | - | - | - | - | - |
| 1642 | 1642 - Radio Standardization Cons | G-020 | 11.22% | - | - | - | - | - | - |
| 1695 | INVP1695-NW Strat Minor Wks- BP236 | G-160 | 17.87% | - | - | - | - | - | - |
| 2162 | INVP 2162 - PRIMAVERA EXPANSION | G-020 | 11.22% | - | - | - | - | - | - |
| 2330 | INVP2330A Nucleus Replace- BP382 | G-020 | 11.22% | - | - | - | - | - | - |
| 2366 | IN 2366 LI CNI Direct Hw Upgr | C-225 | 0.00% | - | - | - | - | - | - |
| 2495 | INVP2495-GMS Telvent DNA -NIMO Gas | 5210 | 0.00% | - | - | - | - | - | - |
| 2577 | INVP2577-GIS CONSOL ESRI & ARCFM | G-210 | 7.28% | 2,246,107 | (2,340,470) | (94,363) | 2,224,102 | (2,426,846) | (202,744) |
| 2582 | INVP2582-LI Gas Cust Cnv CAS to CSS | 5230 | 0.00% | - | - | - | - | - | - |
| 2583 | INVP2583 Customer Cnv CRIS to CSS | C-343 | 0.00% | (1,883,210) | (22,309,048) | (24,192,259) | - | - | - |
| 2852 | INVP 2852 - MA Purch Receivables | 5310 | 0.00% | - | - | - | - | - | - |

| | | | | FY17 (Actual) | | | Test Year (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 2853 | INVP_2853 - Customer & Shared Services Minor Works Programme | G-248 | 1.19% | - | - | - | - | - | - |
| 2864 | INVP 2864 - US GIS Lbase 5230 | 5230 | 0.00% | - | - | - | - | - | - |
| 2881 | INVP_2881 - Infrastructure Upgrades (routers/switches etc) | G-220 | 12.30% | - | - | - | - | - | - |
| 2897 | INVP2897-ElecLogContr | G-370 | 12.14% | - | - | - | - | - | - |
| 2901 | INVP_2901 - US Data Storage Organic Growth | G-020 | 11.22% | - | - | - | - | - | - |
| 2915 | INVP2915-Contract Re-Bid - Internet, Collaboration & Email (ICE) | G-020 | 11.22% | - | - | - | - | - | - |
| 2923 | INVP_2923 - Opex Minor Works | G-018 | 11.22% | - | - | - | - | - | - |
| 2927 | INVP2927-Desktop Aged Asset Refresh | G-020 | 11.22% | (11,935) | 99,476 | 87,541 | 46,186 | (79,540) | (33,354) |
| 2935 | INVP2935-US Mobile Device Refresh | G-173 | 11.37% | 11,177 | 2,013,448 | 2,024,625 | 11,177 | 387,234 | 398,412 |
| 2940 | INVP2940-GRC Enterprise Risk & Comp | G-020 | 11.22% | - | 21,173 | 21,173 | - | - | - |
| 2951 | INVP2951-Legal Hold Review- BP383 | G-020 | 11.22% | - | - | - | - | - | - |
| 2970 | INVP2970 - Security Information & Event Management | G-020 | 11.22% | - | - | - | - | - | - |
| 2974 | INVP 2974 IDS/IPS Service | G-020 | 11.22% | - | - | - | - | - | - |
| 2975 | INVP2975-INTRO OF TLS FOR EMAIL | G-018 | 11.22% | - | - | - | - | - | - |
| 2997 | INVP_2997 - Earned Value Management System (EVM) | G-369 | 12.14% | - | - | - | - | - | - |
| 3022 | INVP3022-Internet Hosting Tools | G-173 | 11.37% | - | (233,866) | (233,866) | - | - | - |
| 3039 | INVP 3039 US eDiscovery | G-020 | 11.22% | - | - | - | - | - | - |
| 3040 | INVP 3040 DRS Tact Sec.Invest | G-020 | 11.22% | - | - | - | - | - | - |
| 3136 | INVP3136-New England Gas Leak Rechecks | G-310 | 0.00% | (28,451) | 44,695 | 16,244 | - | - | - |
| 3237 | INVP3237-Street Light Outage Impro | G-198 | 15.03% | - | 8,923 | 8,923 | - | - | - |

| | | | | FY17 (Actual) | | | Test Year (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 3294 | INVP_3294 - PowerPlant Leased Asset Module | G-012 | 11.22% | - | - | - | - | - | - |
| 3357 | INVP_3357 - Telecoms Minor works | G-018 | 11.22% | - | - | - | - | - | - |
| 3374 | INVP3374 SmallWorld GIS FY13 R 1-1 | G-020 | 11.22% | - | - | - | - | - | - |
| 3377 | INVP3377-NE&UNYwb-BP2 | G-198 | 15.03% | - | - | - | - | - | - |
| 3378 | INVP3378-Rubber Goods Software | G-186 | 15.12% | - | - | - | - | - | - |
| 3380 | INVP3380-NERCAlarm-B | 5310 | 0.00% | - | - | - | - | - | - |
| 3381 | INVP3381-USNY Gas Take Sta Sec Enhanc | 5210 | 0.00% | - | - | - | - | (20,530) | (20,530) |
| 3382 | IN 3382 USNY C-Cure Conv to AMAG | 5210 | 0.00% | - | - | - | - | - | - |
| 3412 | INVP3412-New Sec Ctr | G-018 | 11.22% | - | - | - | - | - | - |
| 3415 | INVP3415-MV90 Upgrd G198 | G-198 | 15.03% | - | - | - | - | - | - |
| 3425 | INVP3425-Wireless Network - Expansion | G-020 | 11.22% | - | 934 | 934 | - | - | - |
| 3430 | INVP3430-Mobility - (MDM) Mobile Device Management / (EMM) | G-020 | 11.22% | 108,770 | 756,034 | 864,804 | 80,170 | 796,442 | 876,612 |
| 3486 | INVP3486-US MDS-Itron Enterprise Edition (IEE) Consolidation and MDS System Stabilization | G-186 | 15.12% | 235,217 | 220,117 | 455,334 | 128,170 | 420,559 | 548,729 |
| 3492 | INVP 3492 Computer Integration Service Foundation | G-020 | 11.22% | 1,935 | 83,774 | 85,708 | 11,135 | (14,732) | (3,596) |
| 3538 | INVP3538-VSTIG Upgrade | G-020 | 11.22% | - | 368,249 | 368,249 | - | 209,271 | 209,271 |
| 3564 | INVP 3564 CustomerChoice ESCO | C-225 | 0.00% | 189,183 | 3,524,412 | 3,713,595 | 189,271 | 2,259,826 | 2,449,097 |
| 3600 | INVP 3600 US Web Initiatives | C-175 | 10.71% | - | - | - | - | - | - |
| 3612 | INVP 3612 OneStep Cashiering Application | C-T70 | 0.00% | - | - | - | - | - | - |
| 3614 | INVP3614-Cyber Security | G-020 | 11.22% | 1,726,390 | 6,936,756 | 8,663,146 | 1,135,384 | 6,244,103 | 7,379,486 |
| 3615 | INVP 3615 Success Enterprise Rptg | G-186 | 15.12% | - | - | - | - | - | - |
| 3623 | INVP 3623 PAWS Pantena Windows 7 Upgrade | G-020 | 11.22% | - | - | - | - | - | - |

| | | | | FY17 (Actual) | | | Test Year (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 3629 | INVP3629-Cascade System for Gas | G-210 | 7.28% | - | (168,937) | (168,937) | - | (66,249) | (66,249) |
| 3637 | INVP3637 Damage Tracking System Enhancements | G-210 | 7.28% | - | - | - | - | - | - |
| 3642 | INVP 3642 Replace MDSI Device | 5230 | 0.00% | - | - | - | - | - | - |
| 3644 | INVP3644-Internet Explorer Upgrade - IE11 | G-020 | 11.22% | 31,303 | 69,649 | 100,952 | 30,622 | 28,636 | 59,258 |
| 3667 | INVP3667 Sharepoint Feasibility | G-020 | 11.22% | - | - | - | - | - | - |
| 3669 | Strategy for eco-system | N-130 | 7.91% | - | - | - | - | - | - |
| 3670 | INVP3670-JCAPS/legacy interface migration and decommission | G-020 | 11.22% | - | - | - | - | - | - |
| 3678 | INVP3678-Nationalgrid.com Upg G020 | G-020 | 11.22% | - | - | - | - | - | - |
| 3683 | INVP3683-DR&S Future Programme | G-020 | 11.22% | 156,621 | - | 156,621 | 195,726 | - | 195,726 |
| 3716 | INVP 3716 US Operations Network Improvements | G-027 | 11.27% | 97,988 | - | 97,988 | 108,631 | - | 108,631 |
| 3718 | INVP3718-New Medical System | G-027 | 11.27% | - | - | - | 54,823 | 3,913 | 58,735 |
| 3723 | INVP3723-Customer and Digital Minor Works | C-175 | 10.71% | - | - | - | - | - | - |
| 3737 | INVP3737-US CNI GMS-SCADA Upgrade and Consolidation | C-210 | 7.37% | 138,667 | 5,218,886 | 5,357,552 | 185,788 | 5,709,808 | 5,895,596 |
| 3749 | INVP3749 iScheduler Strat C198 | C-198 | 14.22% | - | - | - | - | - | - |
| 3838 | INVP3838-Work Mngt FO Gas | G-210 | 7.28% | - | - | - | - | - | - |
| 3839 | INVP3839 NY Retail Access Mandate | G-170 | 0.00% | (2,004) | (102,513) | (104,517) | - | - | - |
| 3851 | INVP3851-Voice Record Elec Control Rooms | G-181 | 0.00% | 2,536 | 427,152 | 429,688 | 2,536 | 435,237 | 437,772 |
| 3853 | INVP 3853 UNY C Cure Cnvto AMAG | G-113 | 0.00% | - | (7,741) | (7,741) | - | (35,492) | (35,492) |
| 3857 | INVP3857-XP remediation (US only) | G-020 | 11.22% | - | - | - | - | - | - |
| 3859 | INVP3859-NY Storm Credit | 5210 | 0.00% | - | (642) | (642) | - | (2,302) | (2,302) |
| 3862 | INVP3862-CCH to Maximo Conversion | G-227 | 0.00% | - | - | - | - | - | - |
| 3871 | INVP3871-US Claims Risk Master Replacement | Q-146 | 10.07% | 144,898 | - | 144,898 | 38,475 | - | 38,475 |
| 3882 | INVP3882-NYS Pipeline Safety CMS Regulatory Compliance | G-207 | 0.00% | 70,558 | 1,284,525 | 1,355,084 | 70,590 | 1,039,561 | 1,110,151 |
| 3883 | INVP3883-Mobile Device Refresh for Protection Telecom Operations (PTO) | G-173 | 11.37% | 666 | (409,081) | (408,415) | - | (29,059) | (29,059) |
| 3884 | Incident Action Plan (IAP) for US Emergency Response | G-027 | 11.27% | - | - | - | - | - | - |
| 3896 | INVP3896-Athena | G-020 | 11.22% | (105,148) | 1,142,345 | 1,037,197 | (77,073) | 573,632 | 496,558 |
| 3899 | INVP 3899 Cloud Enablement - Microsoft Azure | 5020 | 0.00% | 51,167 | - | 51,167 | 55,699 | - | 55,699 |
| 3901 | INVP3901-Virtual Desktop Offshore | G-020 | 11.22% | 272,488 | - | 272,488 | 376,542 | - | 376,542 |
| 3914 | INVP3914-Bill Print Fac Relocation | C-173 | 10.71% | (246,024) | 302,876 | 56,851 | (27,559) | (49,597) | (77,156) |

| | | | | FY17 (Actual) | | | Test Year (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| INVP | Project | Allocator | % to RI | OpEx | CapEx | TotEx | OpEx | CapEx | TotEx |
| 3915 | INVP3915-Annual HR & Payroll Mandatory Service Pack Upgrade (HRSP) | G-012 | 11.22% | 294,448 | 1,102,746 | 1,397,194 | 102,105 | 1,099,202 | 1,201,307 |
| 3918 | INVP3918-Regulatory Requirements, Reporting & Rate Case support | G-020 | 11.22% | 85,910 | - | 85,910 | 85,910 | - | 85,910 |
| 3922 | INVP3922-Access Violation (& Regulation) Management | G-020 | 11.22% | 996,130 | 3,179,744 | 4,175,874 | 726,883 | 3,258,479 | 3,985,362 |
| 3924 | INVP3924-Host Transition | G-020 | 11.22% | - | - | - | 257,967 | - | 257,967 |
| 3932 | INVP3932-Customer Contact Center / SDC Technology Upgrade Implement Solution | C-175 | 10.71% | 423,654 | 120,492 | 544,146 | 457,111 | 718,036 | 1,175,146 |
| 3941 | INVP3941-Distributed Generation Application Tracking | G-198 | 15.03% | 328,812 | - | 328,812 | 270,960 | - | 270,960 |
| 3955 | INVP3955-EJ Ward Upgrade | G-235 | 0.00% | 91,828 | 637,318 | 729,146 | 78,285 | 557,091 | 635,376 |
| 3956 | INVP 3956 WIFI for Fleet Services Diagnostic Laptops | G-352 | 11.33% | 2,410 | 474,342 | 476,753 | 60,068 | 515,644 | 575,713 |
| 3970 | INVP3970-US CNI NY EMS-Conversion to MPLS | 5210 | 0.00% | - | 11,935 | 11,935 | - | - | - |
| 3976 | INVP3976 - IDS Next Generation 2.0 | G-186 | 15.12% | - | - | - | 31,509 | - | 31,509 |
| 3985 | INVP 3985-Document Management System Replacement | G-149 | 11.30% | 563,717 | - | 563,717 | 371,649 | - | 371,649 |
| 3999 | IRIS Programme | G-020 | 11.22% | - | - | - | - | - | - |
| 4001 | INVP4001-Data Centre Decommission D&I | G-020 | 11.22% | 323,022 | - | 323,022 | 194,595 | - | 194,595 |
| 4024 | INVP4024-Soft Off Mandate | C-207 | 0.00% | 30,841 | (58,639) | (27,798) | (3,742) | (14,068) | (17,810) |
| 4025 | INVP4025-Mandated Minor Works on FSSC Systems (Excludes SAP) | G-020 | 11.22% | 1,318 | - | 1,318 | (22,392) | - | (22,392) |
| 4026 | INVP4026-Val Add Cust Sys-All Ret | C-175 | 10.71% | 27,282 | - | 27,282 | 14,550 | - | 14,550 |
| 4041 | INVP4041-Operations Minorworks | G-015 | 11.86% | (13,829) | - | (13,829) | (12,581) | - | (12,581) |
| 4044 | INVP4044-US Control-Wires Down Regulatory Compliance | 5310 | 0.00% | - | - | - | - | - | - |
| 4045 | INVP4045-Double Pole Management Database | G-198 | 15.03% | 371,559 | 429,227 | 800,786 | 337,036 | 432,455 | 769,491 |
| 4047 | INVP4047-Customer and Digital Minor Works | C-175 | 10.71% | (10,292) | - | (10,292) | (7,000) | - | (7,000) |
| 4050 | INVP 4050 Network Strategy Minorworks | G-015 | 11.86% | (20,000) | - | (20,000) | - | - | - |
| 4055 | INVP4055-RI Renewable Energy | 5360 | 100.00% | 11,806 | 12,349 | 24,155 | - | - | - |
| 4056 | INVP4056-OutDoor WiFi RI | 5360 | 100.00% | - | - | - | - | - | - |
| 4058 | INVP 4058 Tech MW | G-020 | 11.22% | 170,365 | - | 170,365 | 187,094 | - | 187,094 |
| 4074 | INVP4074-MA Gas 4 Hour Appointment Window | C-310 | 0.00% | (19,049) | 66,088 | 47,039 | 1,257 | 59,394 | 60,651 |
| 4102 | INVP4102-Mobile Capture of Plastic Fusion Data | G-207 | 0.00% | 5,819 | 26,181 | 32,000 | - | 18,965 | 18,965 |

| | | | | FY17 (Actual) | | | Test Year (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 4104 | INVP4104-iRestore First Responder App | G-198 | 15.03% | 57,574 | - | 57,574 | 57,574 | - | 57,574 |
| 4115 | INVP4115-Customer Systems Regulatory and Operational Mandates | C-175 | 10.71% | 8,839 | - | 8,839 | 6,111 | - | 6,111 |
| 4119 | INVP 4119 AMR Opt-Out Charges | C-434 | 15.42% | (4) | - | (4) | - | - | - |
| 4124 | INVP4124-Automate Remote Net Metering | C-198 | 14.22% | 142,884 | 1,975,041 | 2,117,925 | 99,782 | 2,362,134 | 2,461,916 |
| 4133 | INVP4133-LI Stabilization | 5230 | 0.00% | (117,000) | (16,438) | (133,438) | - | - | - |
| 4136 | INVP4136-Dig Safe NE Replacement | G-313 | 20.48% | 223,032 | - | 223,032 | 173,469 | - | 173,469 |
| 4137 | INVP4137-New England (NE) Retail Access Mandates | C-277 | 0.00% | 277,422 | 542,824 | 820,245 | 199,111 | 745,218 | 944,329 |
| 4170 | INVP4170-Time Transformation | G-020 | 11.22% | 1,226,781 | 3,176,154 | 4,402,935 | 1,541,281 | 2,529,359 | 4,070,640 |
| 4172 | INVP4172-Cross Company Enhancements | C-175 | 10.71% | 144,454 | 2,294,494 | 2,438,949 | 76,242 | 383,333 | 459,574 |
| 4176 | INVP4176-Operations Minorworks FY17 | G-146 | 11.86% | 833,681 | - | 833,681 | 651,811 | - | 651,811 |
| 4183 | INVP4183-Auto Meter Intrface-KEDNY | 5220 | 0.00% | (78,834) | 270,666 | 191,832 | (78,920) | 159,826 | 80,906 |
| 4185 | INVP4185-Customer and Digital Operational Mandates | C-175 | 10.71% | 293,241 | - | 293,241 | 226,101 | - | 226,101 |
| 4188 | INVP4188-Ageing System Stabilization/Upgrades | 5020 | 0.00% | 156,315 | 228,786 | 385,101 | 151,681 | 453,849 | 605,530 |
| 4192 | INVP4192-Windows 2000 web servers risk RSK-309 mitigation | G-175 | 11.37% | 366,447 | - | 366,447 | 415,320 | - | 415,320 |
| 4193 | INVP4193-RI Street Light Metering Pilot | 5360 | 100.00% | 57,293 | - | 57,293 | (30,194) | - | (30,194) |
| 4195 | INVP4195-Gridforce Security Upgrade | C-173 | 10.71% | 155,719 | (2,960) | 152,759 | 16,885 | (8,562) | 8,323 |
| 4208 | INVP4208-Customer Systems Operations | C-175 | 10.71% | 983,782 | - | 983,782 | 614,312 | - | 614,312 |
| 4214 | INVP4214-FERC Wholesale Customer System Replacement | T-400 | 6.85% | 222,449 | 243,006 | 465,455 | 215,769 | 262,622 | 478,391 |
| 4217 | INVP4217-US SAP: Business Planning Consalidation (BPC) - HANA | 5020 | 0.00% | 8,500 | - | 8,500 | 187,345 | - | 187,345 |
| 4218 | INVP4218-Blanket Work Order Pilot | G-020 | 11.22% | 996,396 | 3,945,817 | 4,942,213 | 914,298 | 3,953,923 | 4,868,222 |
| 4219 | INVP4219-PowerPlan upgrade | G-020 | 11.22% | 847,785 | 2,102,677 | 2,950,462 | 798,127 | 2,093,143 | 2,891,270 |
| 4222 | INVP4222-GRC Upgrade | G-020 | 11.22% | - | - | - | 136,176 | - | 136,176 |
| 4223 | INVP4223-US SAP: Business Objects Environment (BOE) Update (annual) | G-020 | 11.22% | 279,206 | 1,264,677 | 1,543,883 | 187,935 | 1,197,066 | 1,385,001 |
| 4224 | INVP4224-US SAP: Annual HANA update | G-020 | 11.22% | 242,363 | 1,146,196 | 1,388,559 | 103,316 | 1,095,293 | 1,198,609 |
| 4225 | INVP4225-US SAP: Ancillary SAP Application Updates | G-020 | 11.22% | 298,107 | 1,234,624 | 1,532,731 | 202,189 | 1,231,216 | 1,433,405 |
| 4226 | INVP4226-Ariba Updates | G-020 | 11.22% | 204,085 | - | 204,085 | 115,645 | - | 115,645 |
| 4244 | INVP4244-EBB Gas Trading | C-210 | 7.37% | 102,723 | 470,353 | 573,077 | 43,156 | (17,015) | 26,142 |
| 4263 | INVP4263-US Web Auth | G-020 | 11.22% | 59,682 | 263,870 | 323,552 | 53,718 | 349,654 | 403,372 |
| 4266 | INVP4266-Windows 7 Phase 3 | G-020 | 11.22% | 283,836 | 409,408 | 693,244 | (35,701) | 550,338 | 514,637 |
| 4274 | INVP4274-VSTIG Hardware Refresh | G-020 | 11.22% | - | 509,598 | 509,598 | 12,474 | 258,873 | 271,347 |
| 4280 | INVP4280-VSTIG Upgrade - Phase 2 | G-020 | 11.22% | 16,322 | 2,214,433 | 2,230,755 | 16,839 | 2,074,174 | 2,091,013 |

| INVP | Project | Allocator | % to RI | FY17 (Actual) OpEx | FY17 (Actual) CapEx | FY17 (Actual) TotEx | Test Year (Actual) OpEx | Test Year (Actual) CapEx | Test Year (Actual) TotEx |
|---|---|---|---|---|---|---|---|---|---|
| 4286 | INVP4286-Active Directory Remediation F&A | G-020 | 11.22% | 106,902 | - | 106,902 | 76,018 | - | 76,018 |
| 4288 | INVP4288-AD Data Cleanse | G-020 | 11.22% | 65,803 | - | 65,803 | 142,110 | - | 142,110 |
| 4289 | INVP4289-US Network Improvements | G-020 | 11.22% | 37,534 | 777,773 | 815,307 | 56,036 | 1,179,702 | 1,235,739 |
| 4298 | INVP4298-NY REV Clifton Park Demo Information Systems readiness | 5210 | 0.00% | 257,888 | 599,973 | 857,861 | 257,888 | 858,839 | 1,116,727 |
| 4306 | INVP4306-Juniper VPN Upgrade | G-020 | 11.22% | 100,264 | - | 100,264 | 88,475 | - | 88,475 |
| 4307 | INVP4307-Desktop XP to Win7 | G-020 | 11.22% | 663,340 | 11,555,907 | 12,219,246 | 699,297 | 13,133,973 | 13,833,270 |
| 4313 | INVP4313-Disconnect Notices | 5220 | 0.00% | 18,636 | - | 18,636 | 18,636 | - | 18,636 |
| 4323 | INVP4323-US Mainframe Upgrade | G-020 | 11.22% | (0) | (22,045) | (22,045) | - | (504,402) | (504,402) |
| 4324 | INVP 4324 21st Century - Frame Relay Termination | C-198 | 14.22% | 41,280 | - | 41,280 | 41,280 | - | 41,280 |
| 4331 | INVP 4331 T-Systems Data Center Move | G-020 | 11.22% | (173,301) | - | (173,301) | (667,568) | - | (667,568) |
| 4347 | INVP 4347 NYC Leave on for Landlord Program | 5220 | 0.00% | 114,114 | 606,412 | 720,527 | 113,262 | 818,309 | 931,571 |
| 4348 | INVP 4348 SAP Infrastructure Landscape | 5020 | 0.00% | - | - | - | - | 772,984 | 772,984 |
| 4350 | INVP4350-Electric Ops, Net Strat, & Control Rooms | G-146 | 11.86% | 256,735 | - | 256,735 | 206,205 | - | 206,205 |
| 4353 | INVP4353-SAP/PowerPlan/Front Office Maintenance of Business (MOB) | G-020 | 11.22% | 848,024 | - | 848,024 | 758,391 | - | 758,391 |
| 4354 | INVP4354-US FSSC Minor Works | G-020 | 11.22% | 206,201 | - | 206,201 | 205,447 | - | 205,447 |
| 4357 | INVP4357-SmallWorld GIS Update for LED Streetlight | G-198 | 15.03% | 127,146 | - | 127,146 | 127,146 | - | 127,146 |
| 4362 | INVP 4362 Legacy DMZ migration to vSTIG | G-020 | 11.22% | 64,874 | - | 64,874 | 349,851 | - | 349,851 |
| 4363 | INVP4363 - HHS Performance File | C-170 | 0.00% | 183,461 | - | 183,461 | 183,431 | - | 183,431 |
| 4364 | INVP4364 Wireless LAN Network Expansion | G-020 | 11.22% | 254,176 | 2,947,426 | 3,201,602 | 268,863 | 2,174,320 | 2,443,183 |
| 4365 | INVP4365- New Medical System | G-027 | 11.27% | 99,474 | - | 99,474 | 96,168 | - | 96,168 |
| 4368 | INVP4368 - Legacy VSTIG Migration & Decommission | G-020 | 11.22% | 157,095 | - | 157,095 | 27,423 | - | 27,423 |
| 4373 | INVP4373 - Contingent Labor Workforce Admin Replacement | G-020 | 11.22% | 18,487 | 257,988 | 276,475 | 18,487 | 259,667 | 278,154 |
| 4377 | INVP4377 - Data Centre Decommission Melville Discovery | G-020 | 11.22% | 279,174 | - | 279,174 | 149,066 | - | 149,066 |
| 4379 | INVP4379- US Control aDMS Functional Testing | 5210 | 0.00% | 201,903 | - | 201,903 | 212,017 | - | 212,017 |
| 4382 | INVP4382 - US Digital Communications | G-020 | 11.22% | - | - | - | 391,869 | - | 391,869 |
| 4383 | INVP4383 - NY Community Choice Aggregation Report | C-170 | 0.00% | 104,869 | (26) | 104,844 | 202,819 | 91,282 | 294,101 |
| 4386 | INVP4386 - Verizon Audio to Webex | G-020 | 11.22% | 291,733 | - | 291,733 | 426,482 | - | 426,482 |
| 4390 | INVP4390 - Plastic Fusion II | G-210 | 7.28% | - | - | - | 3,438 | - | 3,438 |

| | | | | FY17 (Actual) | | | Test Year (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 4391 | INVP4391 - Operations MW | G-148 | 11.86% | - | - | - | 25,000 | - | 25,000 |
| 4392 | INVP4392 - PPMI | G-020 | 11.22% | 558,211 | - | 558,211 | 599,636 | 265,651 | 865,286 |
| 4394 | INVP4394-NE Gas Leak Recheck (next phase) | G-310 | 0.00% | 64,950 | - | 64,950 | 106,904 | - | 106,904 |
| 4395 | INVP4395 US Mobile Device Refresh - FY18 | 5020 | 0.00% | 14,284 | - | 14,284 | 92,495 | 105,733 | 198,227 |
| 4397 | INVP4397 Ariba TLS & CI | G-020 | 11.22% | 1,530 | 12,260 | 13,789 | 311,425 | 423,275 | 734,700 |
| 4398 | INVP4398 - Storms-IScheduler Upgrade Stabilization. | G-160 | 17.87% | 291,096 | 4,362,177 | 4,653,273 | 291,096 | 4,878,263 | 5,169,358 |
| 4399 | INVP4399 - FSSC&HR Systems (Non-SAP) Operational Requirements & Upgrades - FY18 | G-020 | 11.22% | - | - | - | 5,122 | - | 5,122 |
| 4400 | INVP 4400 HR & Payroll Mand Svc Pck | G-020 | 11.22% | 82,188 | 27,600 | 109,787 | 187,358 | 131,564 | 318,922 |
| 4408 | INVP4408 - DMS Replacement - Delivery | G-149 | 11.30% | 320,553 | 2,645,713 | 2,966,267 | 649,094 | 3,022,116 | 3,671,210 |
| 4411 | INVP4411 - New Customer Connections Program | 5210 | 0.00% | 610,485 | 1,867,210 | 2,477,695 | 610,485 | 1,867,210 | 2,477,695 |
| 4420 | INVP4420- US CNI OMS-FocalPoint Infrastructure Upgrade | G-198 | 15.03% | 105,280 | 741,307 | 846,587 | 82,680 | 711,225 | 793,906 |
| 4421 | INVP4421 - New Arrearage Forgiveness Plan | G-316 | 100.00% | 45,630 | - | 45,630 | 99,660 | - | 99,660 |
| 4429 | INVP4429 - KEDLI Rate Case | 5230 | 0.00% | 212,307 | - | 212,307 | 214,003 | - | 214,003 |
| 4448 | INVP4448 - Low Income Order | C-195 | 0.00% | 972,931 | 602,349 | 1,575,280 | 1,002,212 | 1,800,578 | 2,802,790 |
| 4449 | INVP4449 - EPA File | C-175 | 10.71% | - | - | - | 32,642 | - | 32,642 |
| 4451 | INVP4451 - Gas Transportation System Phase II (GTIS) | G-225 | 0.00% | 283,118 | 789,067 | 1,072,186 | 467,642 | 1,199,131 | 1,666,774 |
| 4453 | INVP 4453 Continuous Emissions Monitoring Improvement | G-324 | 0.00% | 26,725 | - | 26,725 | 26,696 | - | 26,696 |
| 4461 | INVP4461 - Unix51 Interface Migration | G-020 | 11.22% | 2,284 | 46,648 | 48,932 | 9,681 | 209,781 | 219,463 |
| 4462 | INVP4462 - Computapole Enhancements to Support Inspection Types | T-186 | 9.41% | - | - | - | - | - | - |
| 4464 | INVP4464 - Data Visualization | G-020 | 11.22% | 54,419 | 5,412,515 | 5,466,935 | 65,845 | 6,062,970 | 6,128,815 |
| 4469 | INVP4469 Informatica Upgrade/Microstrategy Replacement Program F&A | G-227 | 0.00% | 240,277 | - | 240,277 | 751,524 | - | 751,524 |
| 4473 | INVP 4473 US Control-UNY Electric Control Rooms Voice Recorder Upgrade | G-181 | 0.00% | - | 942,000 | 942,000 | - | 948,010 | 948,010 |
| 4477 | INVP4477-Customer FY18 Minor Works (former Customer & Digital) | C-175 | 10.71% | - | - | - | 21,108 | - | 21,108 |
| 4486 | INVP4486-General Ledger Interface CRIS to SAP | G-384 | 0.00% | - | - | - | 22,231 | - | 22,231 |
| 4491 | INVP4491-ICE Replacement | 5020 | 0.00% | - | - | - | 64,905 | 495,534 | 560,439 |

| | | | | FY17 (Actual) | | | Test Year (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 4529 | INVP4529 - Service Now Deployment - Release 2 | G-020 | 11.22% | 2,746,937 | - | 2,746,937 | 4,082,703 | - | 4,082,703 |
| 4555 | RI Renewable Energy Program changes | 5360 | 100.00% | - | - | - | 37,982 | - | 37,982 |
| 4557 | INVP 4557 - US SAP: Report Optimization | 5020 | 0.00% | 112,613 | - | 112,613 | 140,147 | - | 140,147 |
| 4568 | INVP 4568 – US CNI-EMS and OMS Lifecycle Hardware Upgrade | 5020 | 0.00% | - | 1,754,681 | 1,754,681 | - | 3,144,063 | 3,144,063 |
| 4570 | INVP4570 US CNI Network Equip Rep | G-186 | 15.12% | - | 9,319,987 | 9,319,987 | - | 9,176,117 | 9,176,117 |
| 4575 | INVP 4575 Software Defined Networking | 5020 | 0.00% | 566 | 146,650 | 147,216 | 10,648 | 214,169 | 224,817 |
| 4577 | INVP 4577 Call Manager Upgrade | 5020 | 0.00% | 707 | 182,176 | 182,883 | 2,712 | 377,785 | 380,497 |
| 4584 | INVP 4584 Review of DRMS Proposals and Integration of Selected DRMS into Nationa Grid Systems | G-198 | 15.03% | 19,618 | - | 19,618 | 12,637 | - | 12,637 |
| 4588 | INVP 4588 US SAP: Upgrade Solution Manager | G-020 | 11.22% | 100,941 | 300,944 | 401,885 | 100,941 | 303,612 | 404,553 |
| 4591 | INVP4591 NY REV: Distributed System Implementation Plan | 5210 | 0.00% | 870,478 | - | 870,478 | 884,235 | - | 884,235 |
| 4593 | INVP4593 US GIS Landbase Data Acquisition, Asset Realignment, and Gas Services Mapping | G-210 | 7.28% | 4,017 | - | 4,017 | 4,017 | - | 4,017 |
| 4605 | INVP 4605 Strategy Work - End User Computing, Data Center and Network: | 5020 | 0.00% | 2,708,207 | - | 2,708,207 | 2,760,112 | - | 2,760,112 |
| 4630 | INVP4630 - GIS Consolidation II | G-210 | 7.28% | 48,420 | - | 48,420 | 49,237 | - | 49,237 |
| 4631 | INVP4631 - Box Enablement | G-020 | 11.22% | 119,789 | - | 119,789 | 185,910 | 9,532 | 195,441 |
| 4632 | INVP 4632 US Video Conference Room Upgrade for Res Woods | 5020 | 0.00% | 566 | 1,040,521 | 1,041,087 | 2,340 | 1,588,097 | 1,590,437 |
| 4642 | INVP 4642 Microsoft ELA renewal | G-020 | 11.22% | 566 | 3,207,800 | 3,208,366 | 4,195 | 3,288,277 | 3,292,472 |
| 4645 | INVP 4645 Refresh of network equipment at Verizon supported Sites (transformed sites-core infrastructure sites) | 5020 | 0.00% | 566 | 174,566 | 175,132 | 1,760 | 270,339 | 272,099 |
| 4648 | INVP 4648 Network Tx-CEMS | G-020 | 11.22% | 566 | 19,092 | 19,658 | 2,340 | 21,205 | 23,544 |
| 4649 | INVP 4649 HANA Licenses | G-020 | 11.22% | 167,978 | 3,826,455 | 3,994,434 | 167,978 | 3,826,455 | 3,994,434 |
| 4651 | INVP 4651 Operation Telecommunicaton Modernization | G-327 | 4.85% | 488,280 | - | 488,280 | 579,527 | - | 579,527 |
| 4653 | INVP4653 MyAccount Technical Bluepoint | C-175 | 10.71% | 37,813 | - | 37,813 | 144,983 | - | 144,983 |
| 4657 | INVP 4657 Digital Comms Infonet Audit | G-020 | 11.22% | 162,000 | - | 162,000 | 81,000 | - | 81,000 |
| 4662 | INVP4662 - Concur Licenses | 5020 | 0.00% | - | - | - | 796 | - | 796 |
| 4668 | INVP 4668 Improve Back-office Syste | G-020 | 11.22% | 941 | - | 941 | 941 | - | 941 |

| | | | | FY17 (Actual) | | | Test Year (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 4669 | INVP 4669 US SAP: Max attention | G-020 | 11.22% | 1,230,941 | - | 1,230,941 | 1,520,389 | - | 1,520,389 |
| 4670 | INVP 4670 - Acquisition of Remote Sensing Data | G-310 | 0.00% | - | 4,124,936 | 4,124,936 | - | 4,206,385 | 4,206,385 |
| 4671 | INVP4671 Mobile Device Refresh – FY17 | G-175 | 11.37% | - | 4,277,524 | 4,277,524 | - | 4,126,647 | 4,126,647 |
| 4673 | INVP 4673 - PI Enterprise Deployment | G-327 | 4.85% | - | 8,209,746 | 8,209,746 | - | 8,821,653 | 8,821,653 |
| 4674 | INVP 4674 Log Logic | 5020 | 0.00% | 566 | 295,046 | 295,612 | 1,760 | 296,195 | 297,955 |
| 4676 | INVP 4676 Hix D/C Improvement | G-020 | 11.22% | 566 | 745,897 | 746,463 | 53,105 | 761,465 | 814,569 |
| 4677 | INVP 4677 App Monitioring | G-020 | 11.22% | 566 | 105,274 | 105,840 | 3,288 | 135,506 | 138,794 |
| 4679 | INVP 4679 Cisco Prime | 5020 | 0.00% | 566 | - | 566 | 566 | - | 566 |
| 4680 | INVP4680 WAP Density deployment | 5020 | 0.00% | 16,722 | 416,406 | 433,127 | 25,224 | 515,579 | 540,804 |
| 4681 | INVP4681 zScaler | 5020 | 0.00% | 44,329 | - | 44,329 | 136,148 | - | 136,148 |
| 4682 | INVP 4682 MaaS 360 Payoff | G-020 | 11.22% | 16,581 | - | 16,581 | 18,999 | - | 18,999 |
| 4683 | INVP 4683 RSA Token Purchase | G-020 | 11.22% | - | 522,009 | 522,009 | 904 | 529,033 | 529,937 |
| 4684 | INVP 4684 CPE Buyback | 5020 | 0.00% | - | 5,156,538 | 5,156,538 | 4,011 | 5,135,450 | 5,139,461 |
| 4687 | INVP 4687 Network Tx-NB/MTC | G-020 | 11.22% | - | 205,122 | 205,122 | 1,194 | 194,930 | 196,124 |
| 4688 | INVP 4688 Legacy DMZ Firewalls | 5020 | 0.00% | - | 437,138 | 437,138 | 1,194 | 463,771 | 464,965 |
| 4689 | INVP 4689 Aged Printer Refresh | G-020 | 11.22% | 566 | - | 566 | 566 | - | 566 |
| 4692 | INVP 4692 - Experian NetConnect Upgrade | 5020 | 0.00% | - | - | - | 102,635 | - | 102,635 |
| 4693 | INVP 4693 IS Enterprise Lab | G-020 | 11.22% | - | 46,652 | 46,652 | 17,003 | 431,477 | 448,480 |
| 4697 | INVP4697-HP Exstream upgra to v9.5 | G-020 | 11.22% | - | - | - | 780 | - | 780 |
| 4705 | INVP 4705 - NG Labs_US | G-020 | 11.22% | 18,360 | 119,707 | 138,067 | 17,129 | 99,776 | 116,905 |
| 4729 | INVP 4729 - Acquisition of Remote Sensing NY Areal Data | G-113 | 0.00% | - | 8,657,149 | 8,657,149 | - | 8,824,759 | 8,824,759 |
| 4750 | INVP 4750 Customer Experience Transformation Tech Program | 5020 | 0.00% | - | - | - | 4,007 | - | 4,007 |
| 0823b | INVP 0823b DATA LOSS PREVENTION | G-020 | 11.22% | - | - | - | - | - | - |
| 0823c | INVP 0823C Laptop & Port Device Info Protect | G-020 | 11.22% | - | - | - | - | - | - |
| 0823d | INVP 0823D DB Compliance | G-020 | 11.22% | - | - | - | - | - | - |
| 1549B | INVP 1549B Meter Reading System Con | G-173 | 11.37% | - | - | - | - | - | - |
| 1643F | INVP1643F-NMPCRate BP | 5210 | 0.00% | - | - | - | - | - | - |
| 1652B2 | IN1652B2 R.I Barn WLAN Co. 48 | 5360 | 100.00% | - | - | - | - | - | - |
| 2178D | IN2178D - Field Replacement Devices | 5320 | 0.00% | - | - | - | - | - | - |
| 2204B | INVP2204B-Contact Center Technology- At Home Agents | G-173 | 11.37% | - | - | - | - | - | - |
| 2204C | INVP2204C-Northboro + Metrotech Call Centers | G-384 | 0.00% | - | - | - | - | - | - |
| 2204F | INVP 2204F - Customer Contact Ctr Tech Upgrade | C-434 | 15.42% | 450,539 | - | 450,539 | 132,769 | - | 132,769 |

| | | | | FY17 (Actual) | | | Test Year (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 2495F | IN 2495F UNY GMS Obsolete Tele Repl | 5210 | 0.00% | - | - | - | - | - | - |
| 2495G | INVP 2495G CNI GMS IDEN Modem Telemetry Replacement - FY13-FY14 | 5330 | 0.00% | - | - | - | - | - | - |
| 2495H | INVP 2495H-GMS EOL Frame Relay | G-018 | 11.22% | - | (98,145) | (98,145) | - | (71,210) | (71,210) |
| 2495I | INVP 2495I CNI GMS | G-210 | 7.28% | - | - | - | - | - | - |
| 2573B | INVP2573B-SmartGrid Programme | 5310 | 0.00% | - | - | - | - | - | - |
| 2575A | INVP2575A US Front Office Roadmap | G-015 | 11.86% | - | - | - | - | - | - |
| 2577C | INVP2577C-US GIS Gas Consolidation Upgrade | G-112 | 0.00% | 211,844 | 1,878,435 | 2,090,279 | 235,932 | 1,721,151 | 1,957,083 |
| 2830A | INVP2830A N.E Power- Co 10 | 5410 | 0.00% | - | - | - | - | - | - |
| 2830B | INVP2830B Dig Fault Niagra Mohawk | 5210 | 0.00% | - | - | - | - | - | - |
| 2830C | INVP2830C Narragansett | 5360 | 100.00% | - | - | - | - | - | - |
| 2881D | INVP2881D-CNI GMS Infra Upgrades | 5210 | 0.00% | - | - | - | - | - | - |
| 2892B | INVP2892B-SecAccess B | G-220 | 12.30% | - | - | - | - | - | - |
| 2960C | INVP2960C - GridForce SaaS Ph2 | G-210 | 7.28% | - | - | - | - | - | - |
| 2966/2969 | INVP2966 Tiered Security | N-130 | 7.91% | - | - | - | - | - | - |
| 2982a | INVP 2982a Identity & Access Mgt Pr | G-020 | 11.22% | - | - | - | - | - | - |
| 2982b | INVP 2982b Identity & Access M | G-020 | 11.22% | - | - | - | - | - | - |
| 2983a | INVP 2983a CNI Network Securit | G-020 | 11.22% | - | - | - | - | - | - |
| 2983b | IN 2983b DIG RISK SEC-GEN EMS | 5430 | 0.00% | - | - | - | - | - | - |
| 2997B | INVP2997 Earned Value - Phase 2 | G-186 | 15.12% | - | - | - | - | - | - |
| 3019A | INVP 3019A US CNI DKMS | G-098 | 9.72% | - | (2,122) | (2,122) | - | (2,122) | (2,122) |
| 3124B | INVP3124B-GLOBAL HR STRATEGY | G-020 | 11.22% | - | - | - | - | - | - |
| 3124C | INVP 3124C - Global HR Sys L&D | G-020 | 11.22% | - | - | - | - | - | - |
| 3202N | INVP 3202N - NE Power Phys Securit | 5410 | 0.00% | - | - | - | - | - | - |
| 3202P | INVP 3202P - RI Gas Phys Securit | 5360 | 100.00% | - | - | - | - | - | - |
| 3375B | INVP3375B-XMLBillDely | G-179 | 18.64% | - | - | - | - | - | - |
| 3375B/C | INVP3375B/C-Challenge the Limits - DOXO XML | G-179 | 18.64% | - | - | - | - | - | - |
| 3375C | INVP3375C-DOXO Bill-B | G-179 | 18.64% | - | - | - | - | - | - |
| 3375D | INVP3375D-ReducLtrs-B | G-179 | 18.64% | - | - | - | - | - | - |
| 3600B | INVP3600B US Web Initiatives 2 | C-175 | 10.71% | 22,041 | 37,167 | 59,208 | - | - | - |
| 3617B | INVP3617B DNY Capitalize Asset Replacement & Installation | G-236 | 0.00% | - | (1,746,514) | (1,746,514) | - | (1,938,505) | (1,938,505) |
| 3617C | INVP3617C-NE Capitalize Asset Replacement & Installation | G-267 | 20.28% | - | (1,746,364) | (1,746,364) | - | (1,903,069) | (1,903,069) |
| 3617D | INVP 3617D UNY Capitalize Asset Replacement & Installation | G-113 | 0.00% | - | (536,613) | (536,613) | - | (586,645) | (586,645) |
| 3839A | INVP3839A-NY Retail Access Mandate Phase 2 | C-170 | 0.00% | 418,510 | 2,859,307 | 3,277,818 | 232,844 | 3,344,957 | 3,577,801 |

| | | | | FY17 (Actual) | | | Test Year (Actual) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 3859Adj | $ mapped to Service Delivery vs PD (Trish) thru Oct2015, corrected for Nov2015 | 5210 | 0.00% | - | - | - | - | - | - |
| 3999A | INVP3999A-IRIS Programme | G-020 | 11.22% | - | - | - | - | - | - |
| 3999B | INVP3999B-IRIS Programme | G-020 | 11.22% | - | - | - | - | - | - |
| 4411A | INVP4411 - New Customer Connections Program | 5210 | 0.00% | - | - | - | 56,361 | 654,762 | 711,124 |
| 4411B | INVP 4411B Distributed Generation NE | C-284 | 27.18% | - | - | - | 123,562 | - | 123,562 |
| 4411C | INVP 4411C New Electric Connections | C-198 | 14.22% | - | - | - | 17,808 | - | 17,808 |
| Burden | OpEx Burden Adjustment | G-020 | 11.22% | (3,186,003) | - | (3,186,003) | (2,161,150) | - | (2,161,150) |
| Customer Roadmap | Customer Systems Roadmap | G-020 | 11.22% | 500,000 | - | 500,000 | 500,000 | - | 500,000 |
| FY13F, FY14F | 5110S-DESIGN PRJ ST UP (FSSC)- BP382 | G-020 | 11.22% | - | - | - | - | - | - |
| FY13F, FY14N | 5110S-Design PRJ ST UP (Net Ops)-BP382 | G-020 | 11.22% | - | - | - | - | - | - |
| IBM Change | IBM Change Mgmt | G-020 | 11.22% | 183,028 | - | 183,028 | 187,236 | - | 187,236 |
| MgmtTask- | USFP adjustment related to 4401 | G-020 | 11.22% | - | - | - | - | - | - |
| Panas | Panasonic XP Rugged Devices | G-175 | 11.37% | - | - | - | - | - | - |
| Phy Sec | Physical Security | Detail below | | - | 8,369,820 | 8,369,820 | - | 9,013,230 | 9,013,230 |
| USFP | IO X5330001529 (USFP R3) | 5330 | 0.00% | (0) | - | (0) | - | - | - |
| USFP3915 | USFP3915-Reversal for INVP3915 | G-012 | 11.22% | - | - | - | - | - | - |
| W/O_2733 | OpEx Write-off - FSSC | G-018 | 11.22% | 233,866 | - | 233,866 | - | - | - |
| | | | **Total** | **31,303,909** | **121,782,987** | **153,086,896** | **36,084,678** | **148,960,100** | **185,044,777** |

| INVP | Project | Allocator | % to RI | FY17 (Actual) OpEx | FY17 (Actual) CapEx | FY17 (Actual) TotEx | Test Year (Actual) OpEx | Test Year (Actual) CapEx | Test Year (Actual) TotEx |
|---|---|---|---|---|---|---|---|---|---|
| **In FY17, Work Orders corresponding to OpCo's were opened without an INVP - each has its own allocator:** | | | | | | | | | |
| 90000180238 | Physical Security Replacements | 5210 | 0.00% | | 1,058,549 | | | 1,106,858 | |
| 90000180292 | Physical Security Replacements | G-018 | 11.22% | | 1,469,156 | | | 1,701,013 | |
| 90000180243 | Physical Security Replacements | 5220 | 0.00% | | 679,317 | | | 747,290 | |
| 90000180283 | Physical Security Replacements | 5230 | 0.00% | | 1,140,852 | | | 1,209,574 | |
| 90000180285 | Physical Security Replacements | 5310 | 0.00% | | 883,498 | | | 968,517 | |
| 90000180286 | Physical Security Replacements | 5330 | 0.00% | | 1,034,233 | | | 1,095,586 | |
| 90000180289 | Physical Security Replacements | 5340 | 0.00% | | 202,650 | | | 202,650 | |
| 90000180290 | Physcial Security Replacements | 5360 | 100.00% | | 232,836 | | | 232,836 | |
| 90000180291 | Physical Security Enhancements | 5360 | 100.00% | | 459,523 | | | 474,808 | |
| 90000180295 | Physical Security Replacments | G-423 | 0.00% | | 136,592 | | | 136,592 | |
| 90000180293 | Physical Security Replacements | G-114 | 0.00% | | 162,836 | | | 202,275 | |
| 90000180294 | Physical Security Replacements | G-286 | 37.87% | | 434,239 | | | 436,847 | |
| 90000180946 | HIX17_SCC Backup Renovation | G-423 | 0.00% | | 475,538 | | | 498,383 | |

| | | | | FY15 (Allocation to RI) | | | FY16 (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 1041 | INVP1041-NY EMS Replacement | 5210 | 0.00% | - | - | - | - | - | - |
| 1043 | INVP1043-NE EMS REPLACEMENT | U-273 | 22.25% | 174,704 | 1,516,654 | 1,691,358 | 92,444 | 314,996 | 407,439 |
| 1172 | INVP 1172 - AMAG Upgrades | G-020 | 11.22% | 5,520 | 172,383 | 177,903 | 4,561 | 313,228 | 317,789 |
| 1185 | INVP_1185 - Distribution/Outage Management System | G-198 | 15.03% | 359,381 | 903,416 | 1,262,797 | 873,342 | 2,375,179 | 3,248,521 |
| 1293 | INVP1293 -MinorWrks FY12- BP229 | G-206 | 30.13% | 86,962 | - | 86,962 | (24,151) | - | (24,151) |
| 1298 | INVP1298 - FSSC Minor Works- BP382 | G-020 | 11.22% | 41,853 | - | 41,853 | (5,948) | - | (5,948) |
| 1332 | INVP1332-Gas Dist Apps - Infrast (Minor Works) | G-239 | 0.00% | - | - | - | - | - | - |
| 1485 | INVP 1485 - Computapole Application Upgrade | G-186 | 15.12% | - | 4 | 4 | - | (66) | (66) |
| 1518 | INVP1518 InternetMinorWrks-BP385 | G-384 | 0.00% | - | - | - | - | - | - |
| 1549 | INVP_1549 - Non-Inter'l Collect Sys (ITRON/PP4/MVRS) | 5310 | 0.00% | - | - | - | - | - | - |
| 1564 | INVP1564 CAS Minor Works- BP384 | G-248 | 1.19% | (60) | - | (60) | - | - | - |
| 1565 | INVP1565-CRIS Minor Works- BP385 | G-384 | 0.00% | - | - | - | - | - | - |
| 1642 | 1642 - Radio Standardization Cons | G-020 | 11.22% | - | 3,635 | 3,635 | - | - | - |
| 1695 | INVP1695-NW Strat Minor Wks- BP236 | G-160 | 17.87% | 40,785 | - | 40,785 | (1,985) | - | (1,985) |
| 2162 | INVP 2162 - PRIMAVERA EXPANSION | G-020 | 11.22% | - | (444) | (444) | - | - | - |
| 2330 | INVP2330A Nucleus Replace- BP382 | G-020 | 11.22% | - | (1,620) | (1,620) | - | - | - |
| 2366 | IN 2366 LI CNI Direct Hw Upgr | C-225 | 0.00% | - | - | - | - | - | - |
| 2495 | INVP2495-GMS Telvent DNA -NIMO Gas | 5210 | 0.00% | - | - | - | - | - | - |
| 2577 | INVP2577-GIS CONSOL ESRI & ARCFM | G-210 | 7.28% | 1,467 | 40,631 | 42,098 | 1,562 | 13,020 | 14,582 |
| 2582 | INVP2582-LI Gas Cust Cnv CAS to CSS | 5230 | 0.00% | - | - | - | - | - | - |
| 2583 | INVP2583 Customer Cnv CRIS to CSS | C-343 | 0.00% | - | - | - | - | - | - |
| 2852 | INVP 2852 - MA Purch Receivables | 5310 | 0.00% | - | - | - | - | - | - |

| | | | | FY15 (Allocation to RI) | | | FY16 (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 2853 | INVP_2853 - Customer & Shared Services Minor Works Programme | G-248 | 1.19% | 692 | - | 692 | 42 | - | 42 |
| 2864 | INVP 2864 - US GIS Lbase 5230 | 5230 | 0.00% | - | - | - | - | - | - |
| 2881 | INVP_2881 - Infrastructure Upgrades (routers/switches etc) | G-220 | 12.30% | - | (2,664) | (2,664) | - | (582) | (582) |
| 2897 | INVP2897-ElecLogContr | G-370 | 12.14% | 16,493 | - | 16,493 | (989) | - | (989) |
| 2901 | INVP_2901 - US Data Storage Organic Growth | G-020 | 11.22% | - | 9 | 9 | - | - | - |
| 2915 | INVP2915-Contract Re-Bid - Internet, Collaboration & Email (ICE) | G-020 | 11.22% | 10,364 | - | 10,364 | (275) | - | (275) |
| 2923 | INVP_2923 - Opex Minor Works | G-018 | 11.22% | - | 69 | 69 | - | - | - |
| 2927 | INVP2927-Desktop Aged Asset Refresh | G-020 | 11.22% | 117,818 | 422,996 | 540,814 | 25,330 | 410,751 | 436,081 |
| 2935 | INVP2935-US Mobile Device Refresh | G-173 | 11.37% | 10,190 | 215,808 | 225,998 | (1,162) | 751,907 | 750,745 |
| 2940 | INVP2940-GRC Enterprise Risk & Comp | G-020 | 11.22% | 16,243 | (60,309) | (44,067) | (48,468) | 6,195 | (42,274) |
| 2951 | INVP2951-Legal Hold Review- BP383 | G-020 | 11.22% | 8,711 | 5,746 | 14,457 | - | (1,053) | (1,053) |
| 2970 | INVP2970 - Security Information & Event Management | G-020 | 11.22% | (55) | 93,020 | 92,965 | - | (5,877) | (5,877) |
| 2974 | INVP 2974 IDS/IPS Service | G-020 | 11.22% | - | 10,843 | 10,843 | - | (474) | (474) |
| 2975 | INVP2975-INTRO OF TLS FOR EMAIL | G-018 | 11.22% | (67) | (178) | (245) | - | (6) | (6) |
| 2997 | INVP_2997 - Earned Value Management System (EVM) | G-369 | 12.14% | - | 82 | 82 | - | - | - |
| 3022 | INVP3022-Internet Hosting Tools | G-173 | 11.37% | - | (10) | (10) | - | - | - |
| 3039 | INVP 3039 US eDiscovery | G-020 | 11.22% | - | (1,254) | (1,254) | - | - | - |
| 3040 | INVP 3040 DRS Tact Sec.Invest | G-020 | 11.22% | 10,617 | - | 10,617 | 83 | - | 83 |
| 3136 | INVP3136-New England Gas Leak Rechecks | G-310 | 0.00% | - | - | - | - | - | - |
| 3237 | INVP3237-Street Light Outage Impro | G-198 | 15.03% | 677 | 9,140 | 9,817 | 45,965 | (51,616) | (5,651) |

| | | | | FY15 (Allocation to RI) | | | FY16 (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 3294 | INVP_3294 - PowerPlant Leased Asset Module | G-012 | 11.22% | - | - | - | - | (3,257) | (3,257) |
| 3357 | INVP_3357 - Telecoms Minor works | G-018 | 11.22% | 12,615 | - | 12,615 | (4,670) | - | (4,670) |
| 3374 | INVP3374 SmallWorld GIS FY13 R 1-1 | G-020 | 11.22% | - | (101) | (101) | - | - | - |
| 3377 | INVP3377-NE&UNYwb-BP2 | G-198 | 15.03% | (12,951) | - | (12,951) | - | - | - |
| 3378 | INVP3378-Rubber Goods Software | G-186 | 15.12% | 426 | 49,169 | 49,595 | - | (294) | (294) |
| 3380 | INVP3380-NERCAlarm-B | 5310 | 0.00% | - | - | - | - | - | - |
| 3381 | INVP3381-USNY Gas Take Sta Sec Enhanc | 5210 | 0.00% | - | - | - | - | - | - |
| 3382 | IN 3382 USNY C-Cure Conv to AMAG | 5210 | 0.00% | - | - | - | - | - | - |
| 3412 | INVP3412-New Sec Ctr | G-018 | 11.22% | (4,393) | 32,576 | 28,183 | - | 2,244 | 2,244 |
| 3415 | INVP3415-MV90 Upgrd G198 | G-198 | 15.03% | 522 | - | 522 | 243 | - | 243 |
| 3425 | INVP3425-Wireless Network - Expansion | G-020 | 11.22% | 940 | 38,956 | 39,896 | - | 4,955 | 4,955 |
| 3430 | INVP3430-Mobility - (MDM) Mobile Device Management / (EMM) | G-020 | 11.22% | - | - | - | - | - | - |
| 3486 | INVP3486-US MDS-Itron Enterprise Edition (IEE) Consolidation and MDS System Stabilization | G-186 | 15.12% | - | - | - | - | - | - |
| 3492 | INVP 3492 Computer Integration Service Foundation | G-020 | 11.22% | 3,369 | 84,459 | 87,829 | 10,729 | 70,462 | 81,190 |
| 3538 | INVP3538-VSTIG Upgrade | G-020 | 11.22% | - | - | - | - | 153,969 | 153,969 |
| 3564 | INVP 3564 CustomerChoice ESCO | C-225 | 0.00% | - | - | - | - | - | - |
| 3600 | INVP 3600 US Web Initiatives | C-175 | 10.71% | - | 10,935 | 10,935 | - | - | - |
| 3612 | INVP 3612 OneStep Cashiering Application | C-T70 | 0.00% | - | - | - | - | - | - |
| 3614 | INVP3614-Cyber Security | G-020 | 11.22% | 42,410 | 210,548 | 252,957 | 13,435 | 1,261,088 | 1,274,523 |
| 3615 | INVP 3615 Success Enterprise Rptg | G-186 | 15.12% | - | 39,057 | 39,057 | - | - | - |
| 3623 | INVP 3623 PAWS Pantena Windows 7 Upgrade | G-020 | 11.22% | (1,431) | - | (1,431) | - | - | - |

| | | | | FY15 (Allocation to RI) | | | FY16 (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 3629 | INVP3629-Cascade System for Gas | G-210 | 7.28% | 1,957 | 71,661 | 73,618 | (1,505) | 27,536 | 26,032 |
| 3637 | INVP3637 Damage Tracking System Enhancements | G-210 | 7.28% | 3,956 | 46 | 4,002 | - | (1) | (1) |
| 3642 | INVP 3642 Replace MDSI Device | 5230 | 0.00% | - | - | - | - | - | - |
| 3644 | INVP3644-Internet Explorer Upgrade - IE11 | G-020 | 11.22% | - | 15,367 | 15,367 | 99 | 784 | 883 |
| 3667 | INVP3667 Sharepoint Feasibility | G-020 | 11.22% | 6,521 | - | 6,521 | (205) | - | (205) |
| 3669 | Strategy for eco-system | N-130 | 7.91% | 29,221 | - | 29,221 | - | - | - |
| 3670 | INVP3670-JCAPS/legacy interface migration and decommission | G-020 | 11.22% | 5,448 | - | 5,448 | - | - | - |
| 3678 | INVP3678-Nationalgrid.com Upg G020 | G-020 | 11.22% | 1,526 | - | 1,526 | (1,526) | - | (1,526) |
| 3683 | INVP3683-DR&S Future Programme | G-020 | 11.22% | - | - | - | - | - | - |
| 3716 | INVP 3716 US Operations Network Improvements | G-027 | 11.27% | - | - | - | - | - | - |
| 3718 | INVP3718-New Medical System | G-027 | 11.27% | - | - | - | - | - | - |
| 3723 | INVP3723-Customer and Digital Minor Works | C-175 | 10.71% | 19,863 | - | 19,863 | (733) | - | (733) |
| 3737 | INVP3737-US CNI GMS-SCADA Upgrade and Consolidation | C-210 | 7.37% | 6,721 | 1,061 | 7,782 | 21,127 | 64,327 | 85,454 |
| 3749 | INVP3749 iScheduler Strat C198 | C-198 | 14.22% | 187 | - | 187 | - | - | - |
| 3838 | INVP3838-Work Mngt FO Gas | G-210 | 7.28% | 24,034 | - | 24,034 | 168 | - | 168 |
| 3839 | INVP3839 NY Retail Access Mandate | G-170 | 0.00% | - | - | - | - | - | - |
| 3851 | INVP3851-Voice Record Elec Control Rooms | G-181 | 0.00% | - | - | - | - | - | - |
| 3853 | INVP 3853 UNY C Cure Cnvto AMAG | G-113 | 0.00% | - | - | - | - | - | - |
| 3857 | INVP3857-XP remediation (US only) | G-020 | 11.22% | 141 | - | 141 | 7,317 | - | 7,317 |
| 3859 | INVP3859-NY Storm Credit | 5210 | 0.00% | - | - | - | - | - | - |
| 3862 | INVP3862-CCH to Maximo Conversion | G-227 | 0.00% | - | - | - | - | - | - |
| 3871 | INVP3871-US Claims Risk Master Replacement | Q-146 | 10.07% | - | - | - | 7,675 | - | 7,675 |
| 3882 | INVP3882-NYS Pipeline Safety CMS Regulatory Compliance | G-207 | 0.00% | - | - | - | - | - | - |
| 3883 | INVP3883-Mobile Device Refresh for Protection Telecom Operations (PTO) | G-173 | 11.37% | 1,853 | 6,039 | 7,892 | (655) | 238,745 | 238,090 |
| 3884 | Incident Action Plan (IAP) for US Emergency Response | G-027 | 11.27% | 5,094 | - | 5,094 | - | - | - |
| 3896 | INVP3896-Athena | G-020 | 11.22% | 51,166 | 16,913 | 68,080 | 299,258 | 206,677 | 505,935 |
| 3899 | INVP 3899 Cloud Enablement - Microsoft Azure | 5020 | 0.00% | - | - | - | - | - | - |
| 3901 | INVP3901-Virtual Desktop Offshore | G-020 | 11.22% | - | - | - | - | - | - |
| 3914 | INVP3914-Bill Print Fac Relocation | C-173 | 10.71% | - | - | - | 30,237 | 1,592 | 31,829 |

| INVP | Project | Allocator | % to RI | FY15 (Allocation to RI) OpEx | FY15 (Allocation to RI) CapEx | FY15 (Allocation to RI) TotEx | FY16 (Allocation to RI) OpEx | FY16 (Allocation to RI) CapEx | FY16 (Allocation to RI) TotEx |
|---|---|---|---|---|---|---|---|---|---|
| 3915 | INVP3915-Annual HR & Payroll Mandatory Service Pack Upgrade (HRSP) | G-012 | 11.22% | - | - | - | 3,152 | - | 3,152 |
| 3918 | INVP3918-Regulatory Requirements, Reporting & Rate Case support | G-020 | 11.22% | - | - | - | - | - | - |
| 3922 | INVP3922-Access Violation (& Regulation) Management | G-020 | 11.22% | - | - | - | - | - | - |
| 3924 | INVP3924-Host Transition | G-020 | 11.22% | - | - | - | - | - | - |
| 3932 | INVP3932-Customer Contact Center / SDC Technology Upgrade Implement Solution | C-175 | 10.71% | - | - | - | - | - | - |
| 3941 | INVP3941-Distributed Generation Application Tracking | G-198 | 15.03% | - | - | - | - | - | - |
| 3955 | INVP3955-EJ Ward Upgrade | G-235 | 0.00% | - | - | - | - | - | - |
| 3956 | INVP 3956 WIFI for Fleet Services Diagnostic Laptops | G-352 | 11.33% | - | - | - | - | - | - |
| 3970 | INVP3970-US CNI NY EMS-Conversion to MPLS | 5210 | 0.00% | - | - | - | - | - | - |
| 3976 | INVP3976 - IDS Next Generation 2.0 | G-186 | 15.12% | - | - | - | - | - | - |
| 3985 | INVP 3985-Document Management System Replacement | G-149 | 11.30% | - | - | - | - | - | - |
| 3999 | IRIS Programme | G-020 | 11.22% | 24,292 | - | 24,292 | - | - | - |
| 4001 | INVP4001-Data Centre Decommission D&I | G-020 | 11.22% | - | - | - | - | - | - |
| 4024 | INVP4024-Soft Off Mandate | C-207 | 0.00% | - | - | - | - | - | - |
| 4025 | INVP4025-Mandated Minor Works on FSSC Systems (Excludes SAP) | G-020 | 11.22% | - | - | - | 3,721 | - | 3,721 |
| 4026 | INVP4026-Val Add Cust Sys-All Ret | C-175 | 10.71% | - | - | - | 426 | - | 426 |
| 4041 | INVP4041-Operations Minorworks | G-015 | 11.86% | - | - | - | 14,831 | - | 14,831 |
| 4044 | INVP4044-US Control-Wires Down Regulatory Compliance | 5310 | 0.00% | - | - | - | - | - | - |
| 4045 | INVP4045-Double Pole Management Database | G-198 | 15.03% | - | - | - | - | - | - |
| 4047 | INVP4047-Customer and Digital Minor Works | C-175 | 10.71% | - | - | - | 2,555 | - | 2,555 |
| 4050 | INVP 4050 Network Strategy Minorworks | G-015 | 11.86% | - | - | - | 2,719 | - | 2,719 |
| 4055 | INVP4055-RI Renewable Energy | 5360 | 100.00% | 97,376 | - | 97,376 | 236,911 | 428,390 | 665,301 |
| 4056 | INVP4056-OutDoor WiFi RI | 5360 | 100.00% | 74,240 | - | 74,240 | 1,618 | - | 1,618 |
| 4058 | INVP 4058 Tech MW | G-020 | 11.22% | - | - | - | - | - | - |
| 4074 | INVP4074-MA Gas 4 Hour Appointment Window | C-310 | 0.00% | - | - | - | - | - | - |
| 4102 | INVP4102-Mobile Capture of Plastic Fusion Data | G-207 | 0.00% | - | - | - | - | - | - |

| | | | | FY15 (Allocation to RI) | | | FY16 (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| INVP | Project | Allocator | % to RI | OpEx | CapEx | TotEx | OpEx | CapEx | TotEx |
| 4104 | INVP4104-iRestore First Responder App | G-198 | 15.03% | - | - | - | 8,524 | - | 8,524 |
| 4115 | INVP4115-Customer Systems Regulatory and Operational Mandates | C-175 | 10.71% | - | - | - | 60,188 | - | 60,188 |
| 4119 | INVP 4119 AMR Opt-Out Charges | C-434 | 15.42% | - | - | - | 31,123 | - | 31,123 |
| 4124 | INVP4124-Automate Remote Net Metering | C-198 | 14.22% | - | - | - | 36,552 | 5,989 | 42,541 |
| 4133 | INVP4133-LI Stabilization | 5230 | 0.00% | - | - | - | - | - | - |
| 4136 | INVP4136-Dig Safe NE Replacement | G-313 | 20.48% | - | - | - | 9,051 | - | 9,051 |
| 4137 | INVP4137-New England (NE) Retail Access Mandates | C-277 | 0.00% | - | - | - | - | - | - |
| 4170 | INVP4170-Time Transformation | G-020 | 11.22% | - | - | - | - | - | - |
| 4172 | INVP4172-Cross Company Enhancements | C-175 | 10.71% | - | - | - | 18,743 | 1,244,300 | 1,263,043 |
| 4176 | INVP4176-Operations Minorworks FY17 | G-146 | 11.86% | - | - | - | - | - | - |
| 4183 | INVP4183-Auto Meter Intrface-KEDNY | 5220 | 0.00% | - | - | - | - | - | - |
| 4185 | INVP4185-Customer and Digital Operational Mandates | C-175 | 10.71% | - | - | - | - | - | - |
| 4188 | INVP4188-Ageing System Stabilization/Upgrades | 5020 | 0.00% | - | - | - | - | - | - |
| 4192 | INVP4192-Windows 2000 web servers risk RSK-309 mitigation | G-175 | 11.37% | - | - | - | - | - | - |
| 4193 | INVP4193-RI Street Light Metering Pilot | 5360 | 100.00% | - | - | - | - | - | - |
| 4195 | INVP4195-Gridforce Security Upgrade | C-173 | 10.71% | - | - | - | 2,181 | 317 | 2,498 |
| 4208 | INVP4208-Customer Systems Operations | C-175 | 10.71% | - | - | - | - | - | - |
| 4214 | INVP4214-FERC Wholesale Customer System Replacement | T-400 | 6.85% | - | - | - | - | - | - |
| 4217 | INVP4217-US SAP: Business Planning Consalidation (BPC) - HANA | 5020 | 0.00% | - | - | - | - | - | - |
| 4218 | INVP4218-Blanket Work Order Pilot | G-020 | 11.22% | - | - | - | - | - | - |
| 4219 | INVP4219-PowerPlan upgrade | G-020 | 11.22% | - | - | - | - | - | - |
| 4222 | INVP4222-GRC Upgrade | G-020 | 11.22% | - | - | - | - | - | - |
| 4223 | INVP4223-US SAP: Business Objects Environment (BOE) Update (annual) | G-020 | 11.22% | - | - | - | - | - | - |
| 4224 | INVP4224-US SAP: Annual HANA update | G-020 | 11.22% | - | - | - | - | - | - |
| 4225 | INVP4225-US SAP: Ancillary SAP Application Updates | G-020 | 11.22% | - | - | - | - | - | - |
| 4226 | INVP4226-Ariba Updates | G-020 | 11.22% | - | - | - | - | - | - |
| 4244 | INVP4244-EBB Gas Trading | C-210 | 7.37% | - | - | - | 4,340 | 10,859 | 15,199 |
| 4263 | INVP4263-US Web Auth | G-020 | 11.22% | - | - | - | 6,695 | 6,196 | 12,891 |
| 4266 | INVP4266-Windows 7 Phase 3 | G-020 | 11.22% | - | - | - | 7,748 | 497 | 8,245 |
| 4274 | INVP4274-VSTIG Hardware Refresh | G-020 | 11.22% | - | - | - | - | - | - |
| 4280 | INVP4280-VSTIG Upgrade - Phase 2 | G-020 | 11.22% | - | - | - | - | - | - |

| INVP | Project | Allocator | % to RI | FY15 (Allocation to RI) OpEx | FY15 (Allocation to RI) CapEx | FY15 (Allocation to RI) TotEx | FY16 (Allocation to RI) OpEx | FY16 (Allocation to RI) CapEx | FY16 (Allocation to RI) TotEx |
|---|---|---|---|---|---|---|---|---|---|
| 4286 | INVP4286-Active Directory Remediation F&A | G-020 | 11.22% | - | - | - | - | - | - |
| 4288 | INVP4288-AD Data Cleanse | G-020 | 11.22% | - | - | - | - | - | - |
| 4289 | INVP4289-US Network Improvements | G-020 | 11.22% | - | - | - | - | - | - |
| 4298 | INVP4298-NY REV Clifton Park Demo Information Systems readiness | 5210 | 0.00% | - | - | - | - | - | - |
| 4306 | INVP4306-Juniper VPN Upgrade | G-020 | 11.22% | - | - | - | - | - | - |
| 4307 | INVP4307-Desktop XP to Win7 | G-020 | 11.22% | - | - | - | - | - | - |
| 4313 | INVP4313-Disconnect Notices | 5220 | 0.00% | - | - | - | - | - | - |
| 4323 | INVP4323-US Mainframe Upgrade | G-020 | 11.22% | - | - | - | 3,478 | 289,863 | 293,342 |
| 4324 | INVP 4324 21st Century - Frame Relay Termination | C-198 | 14.22% | - | - | - | - | - | - |
| 4331 | INVP 4331 T-Systems Data Center Move | G-020 | 11.22% | - | - | - | 25,162 | - | 25,162 |
| 4347 | INVP 4347 NYC Leave on for Landlord Program | 5220 | 0.00% | - | - | - | - | - | - |
| 4348 | INVP 4348 SAP Infrastructure Landscape | 5020 | 0.00% | - | - | - | - | - | - |
| 4350 | INVP4350-Electric Ops, Net Strat, & Control Rooms | G-146 | 11.86% | - | - | - | - | - | - |
| 4353 | INVP4353-SAP/PowerPlan/Front Office Maintenance of Business (MOB) | G-020 | 11.22% | - | - | - | - | - | - |
| 4354 | INVP4354-US FSSC Minor Works | G-020 | 11.22% | - | - | - | - | - | - |
| 4357 | INVP4357-SmallWorld GIS Update for LED Streetlight | G-198 | 15.03% | - | - | - | - | - | - |
| 4362 | INVP 4362 Legacy DMZ migration to vSTIG | G-020 | 11.22% | - | - | - | - | - | - |
| 4363 | INVP4363 - HHS Performance File | C-170 | 0.00% | - | - | - | - | - | - |
| 4364 | INVP4364 Wireless LAN Network Expansion | G-020 | 11.22% | - | - | - | - | - | - |
| 4365 | INVP4365- New Medical System | G-027 | 11.27% | - | - | - | - | - | - |
| 4368 | INVP4368 - Legacy VSTIG Migration & Decommission | G-020 | 11.22% | - | - | - | - | - | - |
| 4373 | INVP4373 - Contingent Labor Workforce Admin Replacement | G-020 | 11.22% | - | - | - | - | - | - |
| 4377 | INVP4377 - Data Centre Decommission Melville Discovery | G-020 | 11.22% | - | - | - | - | - | - |
| 4379 | INVP4379- US Control aDMS Functional Testing | 5210 | 0.00% | - | - | - | - | - | - |
| 4382 | INVP4382 - US Digital Communications | G-020 | 11.22% | - | - | - | - | - | - |
| 4383 | INVP4383 - NY Community Choice Aggregation Report | C-170 | 0.00% | - | - | - | - | - | - |
| 4386 | INVP4386 - Verizon Audio to Webex | G-020 | 11.22% | - | - | - | - | - | - |
| 4390 | INVP4390 - Plastic Fusion II | G-210 | 7.28% | - | - | - | - | - | - |

| | | | | FY15 (Allocation to RI) | | | FY16 (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 4391 | INVP4391 - Operations MW | G-148 | 11.86% | - | - | - | - | - | - |
| 4392 | INVP4392 - PPMI | G-020 | 11.22% | - | - | - | - | - | - |
| 4394 | INVP4394-NE Gas Leak Recheck (next phase) | G-310 | 0.00% | - | - | - | - | - | - |
| 4395 | INVP4395 US Mobile Device Refresh - FY18 | 5020 | 0.00% | - | - | - | - | - | - |
| 4397 | INVP4397 Ariba TLS & CI | G-020 | 11.22% | - | - | - | - | - | - |
| 4398 | INVP4398 - Storms-IScheduler Upgrade Stabilization. | G-160 | 17.87% | - | - | - | - | - | - |
| 4399 | INVP4399 - FSSC&HR Systems (Non-SAP) Operational Requirements & Upgrades - FY18 | G-020 | 11.22% | - | - | - | - | - | - |
| 4400 | INVP 4400 HR & Payroll Mand Svc Pck | G-020 | 11.22% | - | - | - | - | - | - |
| 4408 | INVP4408 - DMS Replacement - Delivery | G-149 | 11.30% | - | - | - | - | - | - |
| 4411 | INVP4411 - New Customer Connections Program | 5210 | 0.00% | - | - | - | - | - | - |
| 4420 | INVP4420- US CNI OMS-FocalPoint Infrastructure Upgrade | G-198 | 15.03% | - | - | - | - | - | - |
| 4421 | INVP4421 - New Arrearage Forgiveness Plan | G-316 | 100.00% | - | - | - | - | - | - |
| 4429 | INVP4429 - KEDLI Rate Case | 5230 | 0.00% | - | - | - | - | - | - |
| 4448 | INVP4448 - Low Income Order | C-195 | 0.00% | - | - | - | - | - | - |
| 4449 | INVP4449 - EPA File | C-175 | 10.71% | - | - | - | - | - | - |
| 4451 | INVP4451 - Gas Transportation System Phase II (GTIS) | G-225 | 0.00% | - | - | - | - | - | - |
| 4453 | INVP 4453 Continuous Emissions Monitoring Improvement | G-324 | 0.00% | - | - | - | - | - | - |
| 4461 | INVP4461 - Unix51 Interface Migration | G-020 | 11.22% | - | - | - | - | - | - |
| 4462 | INVP4462 - Computapole Enhancements to Support Inspection Types | T-186 | 9.41% | - | - | - | - | - | - |
| 4464 | INVP4464 - Data Visualization | G-020 | 11.22% | - | - | - | - | - | - |
| 4469 | INVP4469 Informatica Upgrade/Microstrategy Replacement Program F&A | G-227 | 0.00% | - | - | - | - | - | - |
| 4473 | INVP 4473 US Control-UNY Electric Control Rooms Voice Recorder Upgrade | G-181 | 0.00% | - | - | - | - | - | - |
| 4477 | INVP4477-Customer FY18 Minor Works (former Customer & Digital) | C-175 | 10.71% | - | - | - | - | - | - |
| 4486 | INVP4486-General Ledger Interface CRIS to SAP | G-384 | 0.00% | - | - | - | - | - | - |
| 4491 | INVP4491-ICE Replacement | 5020 | 0.00% | - | - | - | - | - | - |

| | | | | FY15 (Allocation to RI) | | | FY16 (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| INVP | Project | Allocator | % to RI | OpEx | CapEx | TotEx | OpEx | CapEx | TotEx |
| 4529 | INVP4529 - Service Now Deployment - Release 2 | G-020 | 11.22% | - | - | - | - | - | - |
| 4555 | RI Renewable Energy Program changes | 5360 | 100.00% | - | - | - | - | - | - |
| 4557 | INVP 4557 - US SAP: Report Optimization | 5020 | 0.00% | - | - | - | - | - | - |
| 4568 | INVP 4568 – US CNI-EMS and OMS Lifecycle Hardware Upgrade | 5020 | 0.00% | - | - | - | - | - | - |
| 4570 | INVP4570 US CNI Network Equip Rep | G-186 | 15.12% | - | - | - | - | - | - |
| 4575 | INVP 4575 Software Defined Networking | 5020 | 0.00% | - | - | - | - | - | - |
| 4577 | INVP 4577 Call Manager Upgrade | 5020 | 0.00% | - | - | - | - | - | - |
| 4584 | INVP 4584 Review of DRMS Proposals and Integration of Selected DRMS into Nationa Grid Systems | G-198 | 15.03% | - | - | - | - | - | - |
| 4588 | INVP 4588 US SAP: Upgrade Solution Manager | G-020 | 11.22% | - | - | - | - | - | - |
| 4591 | INVP4591 NY REV: Distributed System Implementation Plan | 5210 | 0.00% | - | - | - | - | - | - |
| 4593 | INVP4593 US GIS Landbase Data Acquisition, Asset Realignment, and Gas Services Mapping | G-210 | 7.28% | - | - | - | - | - | - |
| 4605 | INVP 4605 Strategy Work - End User Computing, Data Center and Network: | 5020 | 0.00% | - | - | - | - | - | - |
| 4630 | INVP4630 - GIS Consolidation II | G-210 | 7.28% | - | - | - | - | - | - |
| 4631 | INVP4631 - Box Enablement | G-020 | 11.22% | - | - | - | - | - | - |
| 4632 | INVP 4632 US Video Conference Room Upgrade for Res Woods | 5020 | 0.00% | - | - | - | - | - | - |
| 4642 | INVP 4642 Microsoft ELA renewal | G-020 | 11.22% | - | - | - | - | - | - |
| 4645 | INVP 4645 Refresh of network equipment at Verizon supported Sites (transformed sites-core infrastructure sites) | 5020 | 0.00% | - | - | - | - | - | - |
| 4648 | INVP 4648 Network Tx-CEMS | G-020 | 11.22% | - | - | - | - | - | - |
| 4649 | INVP 4649 HANA Licenses | G-020 | 11.22% | - | - | - | - | - | - |
| 4651 | INVP 4651 Operation Telecommunicaton Modernization | G-327 | 4.85% | - | - | - | - | - | - |
| 4653 | INVP4653 MyAccount Technical Bluepoint | C-175 | 10.71% | - | - | - | - | - | - |
| 4657 | INVP 4657 Digital Comms Infonet Audit | G-020 | 11.22% | - | - | - | - | - | - |
| 4662 | INVP4662 - Concur Licenses | 5020 | 0.00% | - | - | - | - | - | - |
| 4668 | INVP 4668 Improve Back-office Syste | G-020 | 11.22% | - | - | - | - | - | - |

| | | | | FY15 (Allocation to RI) | | | FY16 (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 4669 | INVP 4669 US SAP: Max attention | G-020 | 11.22% | - | - | - | - | - | - |
| 4670 | INVP 4670 - Acquisition of Remote Sensing Data | G-310 | 0.00% | - | - | - | - | - | - |
| 4671 | INVP4671 Mobile Device Refresh – FY17 | G-175 | 11.37% | - | - | - | - | - | - |
| 4673 | INVP 4673 - PI Enterprise Deployment | G-327 | 4.85% | - | - | - | - | - | - |
| 4674 | INVP 4674 Log Logic | 5020 | 0.00% | - | - | - | - | - | - |
| 4676 | INVP 4676 Hix D/C Improvement | G-020 | 11.22% | - | - | - | - | - | - |
| 4677 | INVP 4677 App Monitioring | G-020 | 11.22% | - | - | - | - | - | - |
| 4679 | INVP 4679 Cisco Prime | 5020 | 0.00% | - | - | - | - | - | - |
| 4680 | INVP4680 WAP Density deployment | 5020 | 0.00% | - | - | - | - | - | - |
| 4681 | INVP4681 zScaler | 5020 | 0.00% | - | - | - | - | - | - |
| 4682 | INVP 4682 MaaS 360 Payoff | G-020 | 11.22% | - | - | - | - | - | - |
| 4683 | INVP 4683 RSA Token Purchase | G-020 | 11.22% | - | - | - | - | - | - |
| 4684 | INVP 4684 CPE Buyback | 5020 | 0.00% | - | - | - | - | - | - |
| 4687 | INVP 4687 Network Tx-NB/MTC | G-020 | 11.22% | - | - | - | - | - | - |
| 4688 | INVP 4688 Legacy DMZ Firewalls | 5020 | 0.00% | - | - | - | - | - | - |
| 4689 | INVP 4689 Aged Printer Refresh | G-020 | 11.22% | - | - | - | - | - | - |
| 4692 | INVP 4692 - Experian NetConnect Upgrade | 5020 | 0.00% | - | - | - | - | - | - |
| 4693 | INVP 4693 IS Enterprise Lab | G-020 | 11.22% | - | - | - | - | - | - |
| 4697 | INVP4697-HP Exstream upgra to v9.5 | G-020 | 11.22% | - | - | - | - | - | - |
| 4705 | INVP 4705 - NG Labs_US | G-020 | 11.22% | - | - | - | - | - | - |
| 4729 | INVP 4729 - Acquisition of Remote Sensing NY Areal Data | G-113 | 0.00% | - | - | - | - | - | - |
| 4750 | INVP 4750 Customer Experience Transformation Tech Program | 5020 | 0.00% | - | - | - | - | - | - |
| 0823b | INVP 0823b DATA LOSS PREVENTION | G-020 | 11.22% | - | 21,116 | 21,116 | - | 15,923 | 15,923 |
| 0823c | INVP 0823C Laptop & Port Device Info Protect | G-020 | 11.22% | - | (27,652) | (27,652) | - | 158 | 158 |
| 0823d | INVP 0823D DB Compliance | G-020 | 11.22% | - | 17,743 | 17,743 | - | (17,743) | (17,743) |
| 1549B | INVP 1549B Meter Reading System Con | G-173 | 11.37% | (0) | 4,586 | 4,586 | - | - | - |
| 1643F | INVP1643F-NMPCRate BP | 5210 | 0.00% | - | - | - | - | - | - |
| 1652B2 | IN1652B2 R.I Barn WLAN Co. 48 | 5360 | 100.00% | - | 1,141 | 1,141 | - | - | - |
| 2178D | IN2178D - Field Replacement Devices | 5320 | 0.00% | - | - | - | - | - | - |
| 2204B | INVP2204B-Contact Center Technology- At Home Agents | G-173 | 11.37% | - | (413) | (413) | - | - | - |
| 2204C | INVP2204C-Northboro + Metrotech Call Centers | G-384 | 0.00% | - | - | - | - | - | - |
| 2204F | INVP 2204F - Customer Contact Ctr Tech Upgrade | C-434 | 15.42% | 47,094 | - | 47,094 | 23,842 | - | 23,842 |

| | | | | FY15 (Allocation to RI) | | | FY16 (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 2495F | IN 2495F UNY GMS Obsolete Tele Repl | 5210 | 0.00% | - | - | - | - | - | - |
| 2495G | INVP 2495G CNI GMS IDEN Modem Telemetry Replacement - FY13-FY14 | 5330 | 0.00% | - | - | - | - | - | - |
| 2495H | INVP 2495H-GMS EOL Frame Relay | G-018 | 11.22% | 7,008 | 351,269 | 358,276 | (7,008) | 256,224 | 249,216 |
| 2495I | INVP 2495I CNI GMS | G-210 | 7.28% | - | (1,052) | (1,052) | - | 1,525 | 1,525 |
| 2573B | INVP2573B-SmartGrid Programme | 5310 | 0.00% | - | - | - | - | - | - |
| 2575A | INVP2575A US Front Office Roadmap | G-015 | 11.86% | 26,595 | - | 26,595 | - | - | - |
| 2577C | INVP2577C-US GIS Gas Consolidation Upgrade | G-112 | 0.00% | - | - | - | - | - | - |
| 2830A | INVP2830A N.E Power- Co 10 | 5410 | 0.00% | - | - | - | - | - | - |
| 2830B | INVP2830B Dig Fault Niagra Mohawk | 5210 | 0.00% | - | - | - | - | - | - |
| 2830C | INVP2830C Narragansett | 5360 | 100.00% | - | (852) | (852) | - | - | - |
| 2881D | INVP2881D-CNI GMS Infra Upgrades | 5210 | 0.00% | - | - | - | - | - | - |
| 2892B | INVP2892B-SecAccess B | G-220 | 12.30% | (20,715) | 84,496 | 63,781 | - | (65) | (65) |
| 2960C | INVP2960C - GridForce SaaS Ph2 | G-210 | 7.28% | - | 71,523 | 71,523 | - | 5,154 | 5,154 |
| 2966/2969 | INVP2966 Tiered Security | N-130 | 7.91% | (507) | - | (507) | - | - | - |
| 2982a | INVP 2982a Identity & Access Mgt Pr | G-020 | 11.22% | - | 7,004 | 7,004 | - | - | - |
| 2982b | INVP 2982b Identity & Access M | G-020 | 11.22% | - | 216,626 | 216,626 | - | (65,824) | (65,824) |
| 2983a | INVP 2983a CNI Network Securit | G-020 | 11.22% | - | 919 | 919 | - | - | - |
| 2983b | IN 2983b DIG RISK SEC-GEN EMS | 5430 | 0.00% | - | - | - | - | - | - |
| 2997B | INVP2997 Earned Value - Phase 2 | G-186 | 15.12% | 13 | 8 | 21 | - | - | - |
| 3019A | INVP 3019A US CNI DKMS | G-098 | 9.72% | - | 940 | 940 | - | (24,037) | (24,037) |
| 3124B | INVP3124B-GLOBAL HR STRATEGY | G-020 | 11.22% | - | (5,908) | (5,908) | - | (5,742) | (5,742) |
| 3124C | INVP 3124C - Global HR Sys L&D | G-020 | 11.22% | - | 2,796 | 2,796 | - | - | - |
| 3202N | INVP 3202N - NE Power Phys Securit | 5410 | 0.00% | - | - | - | - | - | - |
| 3202P | INVP 3202P - RI Gas Phys Securit | 5360 | 100.00% | - | 269 | 269 | - | - | - |
| 3375B | INVP3375B-XMLBillDely | G-179 | 18.64% | (516) | - | (516) | - | - | - |
| 3375B/C | INVP3375B/C-Challenge the Limits - DOXO XML | G-179 | 18.64% | - | 108,093 | 108,093 | - | 6,781 | 6,781 |
| 3375C | INVP3375C-DOXO Bill-B | G-179 | 18.64% | (95,238) | - | (95,238) | - | - | - |
| 3375D | INVP3375D-ReducLtrs-B | G-179 | 18.64% | (235) | 65,526 | 65,291 | 561 | 10,872 | 11,433 |
| 3600B | INVP3600B US Web Initiatives 2 | C-175 | 10.71% | 2,574 | 220,465 | 223,039 | 6,791 | 220,422 | 227,213 |
| 3617B | INVP3617B DNY Capitalize Asset Replacement & Installation | G-236 | 0.00% | - | - | - | - | - | - |
| 3617C | INVP3617C-NE Capitalize Asset Replacement & Installation | G-267 | 20.28% | - | 77,400 | 77,400 | - | 287,158 | 287,158 |
| 3617D | INVP 3617D UNY Capitalize Asset Replacement & Installation | G-113 | 0.00% | - | - | - | - | - | - |
| 3839A | INVP3839A-NY Retail Access Mandate Phase 2 | C-170 | 0.00% | - | - | - | - | - | - |

| INVP | Project | Allocator | % to RI | FY15 (Allocation to RI) OpEx | FY15 (Allocation to RI) CapEx | FY15 (Allocation to RI) TotEx | FY16 (Allocation to RI) OpEx | FY16 (Allocation to RI) CapEx | FY16 (Allocation to RI) TotEx |
|---|---|---|---|---|---|---|---|---|---|
| 3859Adj | $ mapped to Service Delivery vs PD (Trish) thru Oct2015, corrected for Nov2015 | 5210 | 0.00% | - | - | - | - | - | - |
| 3999A | INVP3999A-IRIS Programme | G-020 | 11.22% | - | - | - | 6,415 | - | 6,415 |
| 3999B | INVP3999B-IRIS Programme | G-020 | 11.22% | - | - | - | 100 | - | 100 |
| 4411A | INVP4411 - New Customer Connections Program | 5210 | 0.00% | - | - | - | - | - | - |
| 4411B | INVP 4411B Distributed Generation NE | C-284 | 27.18% | - | - | - | - | - | - |
| 4411C | INVP 4411C New Electric Connections | C-198 | 14.22% | - | - | - | - | - | - |
| Burden | OpEx Burden Adjustment | G-020 | 11.22% | (68,790) | - | (68,790) | (187,924) | - | (187,924) |
| Customer Roadmap | Customer Systems Roadmap | G-020 | 11.22% | - | - | - | - | - | - |
| FY13F, FY14F | 5110S-DESIGN PRJ ST UP (FSSC)- BP382 | G-020 | 11.22% | 25,773 | - | 25,773 | 19,451 | - | 19,451 |
| FY13F, FY14N | 5110S-Design PRJ ST UP (Net Ops)-BP382 | G-020 | 11.22% | 3,768 | - | 3,768 | - | - | - |
| IBM Change | IBM Change Mgmt | G-020 | 11.22% | - | - | - | - | - | - |
| MgmtTask- | USFP adjustment related to 4401 | G-020 | 11.22% | - | - | - | (15,618) | - | (15,618) |
| Panas | Panasonic XP Rugged Devices | G-175 | 11.37% | - | (5,795) | (5,795) | - | - | - |
| Phy Sec | Physical Security | Detail below | | - | - | - | - | - | - |
| USFP | IO X5330001529 (USFP R3) | 5330 | 0.00% | - | - | - | - | - | - |
| USFP3915 | USFP3915-Reversal for INVP3915 | G-012 | 11.22% | - | - | - | (3,152) | - | (3,152) |
| W/O_2733 | OpEx Write-off - FSSC | G-018 | 11.22% | - | - | - | 27,510 | - | 27,510 |
| | | | **Total** | **1,224,221** | **5,114,890** | **6,339,111** | **1,692,031** | **8,831,647** | **10,523,678** |

| INVP | Project | Allocator | % to RI | FY15 (Allocation to RI) OpEx | FY15 (Allocation to RI) CapEx | FY15 (Allocation to RI) TotEx | FY16 (Allocation to RI) OpEx | FY16 (Allocation to RI) CapEx | FY16 (Allocation to RI) TotEx |
|---|---|---|---|---|---|---|---|---|---|
| **In FY17, Work Orders corresponding to OpCo's were opened without an INVP - each has its own allocator:** | | | | | | | | | |
| 90000180238 | Physical Security Replacements | 5210 | 0.00% | - | - | - | - | - | - |
| 90000180292 | Physical Security Replacements | G-018 | 11.22% | - | - | - | - | - | - |
| 90000180243 | Physical Security Replacements | 5220 | 0.00% | - | - | - | - | - | - |
| 90000180283 | Physical Security Replacements | 5230 | 0.00% | - | - | - | - | - | - |
| 90000180285 | Physical Security Replacements | 5310 | 0.00% | - | - | - | - | - | - |
| 90000180286 | Physical Security Replacements | 5330 | 0.00% | - | - | - | - | - | - |
| 90000180289 | Physical Security Replacements | 5340 | 0.00% | - | - | - | - | - | - |
| 90000180290 | Physcial Security Replacements | 5360 | 100.00% | - | - | - | - | - | - |
| 90000180291 | Physical Security Enhancements | 5360 | 100.00% | - | - | - | - | - | - |
| 90000180295 | Physical Security Replacments | G-423 | 0.00% | - | - | - | - | - | - |
| 90000180293 | Physical Security Replacements | G-114 | 0.00% | - | - | - | - | - | - |
| 90000180294 | Physical Security Replacements | G-286 | 37.87% | - | - | - | - | - | - |
| 90000180946 | HIX17_SCC Backup Renovation | G-423 | 0.00% | - | - | - | - | - | - |

| | | | | FY17 (Allocation to RI) | | | Test Year (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 1041 | INVP1041-NY EMS Replacement | 5210 | 0.00% | - | - | - | - | - | - |
| 1043 | INVP1043-NE EMS REPLACEMENT | U-273 | 22.25% | 147 | (91,892) | (91,745) | 4,483 | (71,409) | (66,926) |
| 1172 | INVP 1172 - AMAG Upgrades | G-020 | 11.22% | 2,948 | 101,850 | 104,798 | 3,065 | 40,086 | 43,151 |
| 1185 | INVP_1185 - Distribution/Outage Management System | G-198 | 15.03% | 21,030 | (47,318) | (26,287) | 44,320 | (105,002) | (60,682) |
| 1293 | INVP1293 -MinorWrks FY12- BP229 | G-206 | 30.13% | - | - | - | - | - | - |
| 1298 | INVP1298 - FSSC Minor Works- BP382 | G-020 | 11.22% | - | - | - | - | - | - |
| 1332 | INVP1332-Gas Dist Apps - Infrast (Minor Works) | G-239 | 0.00% | - | - | - | - | - | - |
| 1485 | INVP 1485 - Computapole Application Upgrade | G-186 | 15.12% | - | - | - | - | - | - |
| 1518 | INVP1518 InternetMinorWrks-BP385 | G-384 | 0.00% | - | - | - | - | - | - |
| 1549 | INVP_1549 - Non-Inter'l Collect Sys (ITRON/PP4/MVRS) | 5310 | 0.00% | - | - | - | - | - | - |
| 1564 | INVP1564 CAS Minor Works- BP384 | G-248 | 1.19% | - | - | - | - | - | - |
| 1565 | INVP1565-CRIS Minor Works- BP385 | G-384 | 0.00% | - | - | - | - | - | - |
| 1642 | 1642 - Radio Standardization Cons | G-020 | 11.22% | - | - | - | - | - | - |
| 1695 | INVP1695-NW Strat Minor Wks- BP236 | G-160 | 17.87% | - | - | - | - | - | - |
| 2162 | INVP 2162 - PRIMAVERA EXPANSION | G-020 | 11.22% | - | - | - | - | - | - |
| 2330 | INVP2330A Nucleus Replace- BP382 | G-020 | 11.22% | - | - | - | - | - | - |
| 2366 | IN 2366 LI CNI Direct Hw Upgr | C-225 | 0.00% | - | - | - | - | - | - |
| 2495 | INVP2495-GMS Telvent DNA -NIMO Gas | 5210 | 0.00% | - | - | - | - | - | - |
| 2577 | INVP2577-GIS CONSOL ESRI & ARCFM | G-210 | 7.28% | 163,517 | (170,386) | (6,870) | 161,915 | (176,674) | (14,760) |
| 2582 | INVP2582-LI Gas Cust Cnv CAS to CSS | 5230 | 0.00% | - | - | - | - | - | - |
| 2583 | INVP2583 Customer Cnv CRIS to CSS | C-343 | 0.00% | - | - | - | - | - | - |
| 2852 | INVP 2852 - MA Purch Receivables | 5310 | 0.00% | - | - | - | - | - | - |

| | | | | FY17 (Allocation to RI) | | | Test Year (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 2853 | INVP_2853 - Customer & Shared Services Minor Works Programme | G-248 | 1.19% | - | - | - | - | - | - |
| 2864 | INVP 2864 - US GIS Lbase 5230 | 5230 | 0.00% | - | - | - | - | - | - |
| 2881 | INVP_2881 - Infrastructure Upgrades (routers/switches etc) | G-220 | 12.30% | - | - | - | - | - | - |
| 2897 | INVP2897-ElecLogContr | G-370 | 12.14% | - | - | - | - | - | - |
| 2901 | INVP_2901 - US Data Storage Organic Growth | G-020 | 11.22% | - | - | - | - | - | - |
| 2915 | INVP2915-Contract Re-Bid - Internet, Collaboration & Email (ICE) | G-020 | 11.22% | - | - | - | - | - | - |
| 2923 | INVP_2923 - Opex Minor Works | G-018 | 11.22% | - | - | - | - | - | - |
| 2927 | INVP2927-Desktop Aged Asset Refresh | G-020 | 11.22% | (1,339) | 11,161 | 9,822 | 5,182 | (8,924) | (3,742) |
| 2935 | INVP2935-US Mobile Device Refresh | G-173 | 11.37% | 1,271 | 228,929 | 230,200 | 1,271 | 44,029 | 45,299 |
| 2940 | INVP2940-GRC Enterprise Risk & Comp | G-020 | 11.22% | - | 2,376 | 2,376 | - | - | - |
| 2951 | INVP2951-Legal Hold Review- BP383 | G-020 | 11.22% | - | - | - | - | - | - |
| 2970 | INVP2970 - Security Information & Event Management | G-020 | 11.22% | - | - | - | - | - | - |
| 2974 | INVP 2974 IDS/IPS Service | G-020 | 11.22% | - | - | - | - | - | - |
| 2975 | INVP2975-INTRO OF TLS FOR EMAIL | G-018 | 11.22% | - | - | - | - | - | - |
| 2997 | INVP_2997 - Earned Value Management System (EVM) | G-369 | 12.14% | - | - | - | - | - | - |
| 3022 | INVP3022-Internet Hosting Tools | G-173 | 11.37% | - | (26,591) | (26,591) | - | - | - |
| 3039 | INVP 3039 US eDiscovery | G-020 | 11.22% | - | - | - | - | - | - |
| 3040 | INVP 3040 DRS Tact Sec.Invest | G-020 | 11.22% | - | - | - | - | - | - |
| 3136 | INVP3136-New England Gas Leak Rechecks | G-310 | 0.00% | - | - | - | - | - | - |
| 3237 | INVP3237-Street Light Outage Impro | G-198 | 15.03% | - | 1,341 | 1,341 | - | - | - |

| | | | | FY17 (Allocation to RI) | | | Test Year (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 3294 | INVP_3294 - PowerPlant Leased Asset Module | G-012 | 11.22% | - | - | - | - | - | - |
| 3357 | INVP_3357 - Telecoms Minor works | G-018 | 11.22% | - | - | - | - | - | - |
| 3374 | INVP3374 SmallWorld GIS FY13 R 1-1 | G-020 | 11.22% | - | - | - | - | - | - |
| 3377 | INVP3377-NE&UNYwb-BP2 | G-198 | 15.03% | - | - | - | - | - | - |
| 3378 | INVP3378-Rubber Goods Software | G-186 | 15.12% | - | - | - | - | - | - |
| 3380 | INVP3380-NERCAlarm-B | 5310 | 0.00% | - | - | - | - | - | - |
| 3381 | INVP3381-USNY Gas Take Sta Sec Enhanc | 5210 | 0.00% | - | - | - | - | - | - |
| 3382 | IN 3382 USNY C-Cure Conv to AMAG | 5210 | 0.00% | - | - | - | - | - | - |
| 3412 | INVP3412-New Sec Ctr | G-018 | 11.22% | - | - | - | - | - | - |
| 3415 | INVP3415-MV90 Upgrd G198 | G-198 | 15.03% | - | - | - | - | - | - |
| 3425 | INVP3425-Wireless Network - Expansion | G-020 | 11.22% | - | 105 | 105 | - | - | - |
| 3430 | INVP3430-Mobility - (MDM) Mobile Device Management / (EMM) | G-020 | 11.22% | 12,204 | 84,827 | 97,031 | 8,995 | 89,361 | 98,356 |
| 3486 | INVP3486-US MDS-Itron Enterprise Edition (IEE) Consolidation and MDS System Stabilization | G-186 | 15.12% | 35,565 | 33,282 | 68,847 | 19,379 | 63,588 | 82,968 |
| 3492 | INVP 3492 Computer Integration Service Foundation | G-020 | 11.22% | 217 | 9,399 | 9,616 | 1,249 | (1,653) | (404) |
| 3538 | INVP3538-VSTIG Upgrade | G-020 | 11.22% | - | 41,318 | 41,318 | - | 23,480 | 23,480 |
| 3564 | INVP 3564 CustomerChoice ESCO | C-225 | 0.00% | - | - | - | - | - | - |
| 3600 | INVP 3600 US Web Initiatives | C-175 | 10.71% | - | - | - | - | - | - |
| 3612 | INVP 3612 OneStep Cashiering Application | C-T70 | 0.00% | - | - | - | - | - | - |
| 3614 | INVP3614-Cyber Security | G-020 | 11.22% | 193,701 | 778,304 | 972,005 | 127,390 | 700,588 | 827,978 |
| 3615 | INVP 3615 Success Enterprise Rptg | G-186 | 15.12% | - | - | - | - | - | - |
| 3623 | INVP 3623 PAWS Pantena Windows 7 Upgrade | G-020 | 11.22% | - | - | - | - | - | - |

| | | | | FY17 (Allocation to RI) | | | Test Year (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 3629 | INVP3629-Cascade System for Gas | G-210 | 7.28% | - | (12,299) | (12,299) | - | (4,823) | (4,823) |
| 3637 | INVP3637 Damage Tracking System Enhancements | G-210 | 7.28% | - | - | - | - | - | - |
| 3642 | INVP 3642 Replace MDSI Device | 5230 | 0.00% | - | - | - | - | - | - |
| 3644 | INVP3644-Internet Explorer Upgrade - IE11 | G-020 | 11.22% | 3,512 | 7,815 | 11,327 | 3,436 | 3,213 | 6,649 |
| 3667 | INVP3667 Sharepoint Feasibility | G-020 | 11.22% | - | - | - | - | - | - |
| 3669 | Strategy for eco-system | N-130 | 7.91% | - | - | - | - | - | - |
| 3670 | INVP3670-JCAPS/legacy interface migration and decommission | G-020 | 11.22% | - | - | - | - | - | - |
| 3678 | INVP3678-Nationalgrid.com Upg G020 | G-020 | 11.22% | - | - | - | - | - | - |
| 3683 | INVP3683-DR&S Future Programme | G-020 | 11.22% | 17,573 | - | 17,573 | 21,960 | - | 21,960 |
| 3716 | INVP 3716 US Operations Network Improvements | G-027 | 11.27% | 11,043 | - | 11,043 | 12,243 | - | 12,243 |
| 3718 | INVP3718-New Medical System | G-027 | 11.27% | - | - | - | 6,179 | 441 | 6,619 |
| 3723 | INVP3723-Customer and Digital Minor Works | C-175 | 10.71% | - | - | - | - | - | - |
| 3737 | INVP3737-US CNI GMS-SCADA Upgrade and Consolidation | C-210 | 7.37% | 10,220 | 384,632 | 394,852 | 13,693 | 420,813 | 434,505 |
| 3749 | INVP3749 iScheduler Strat C198 | C-198 | 14.22% | - | - | - | - | - | - |
| 3838 | INVP3838-Work Mngt FO Gas | G-210 | 7.28% | - | - | - | - | - | - |
| 3839 | INVP3839 NY Retail Access Mandate | G-170 | 0.00% | - | - | - | - | - | - |
| 3851 | INVP3851-Voice Record Elec Control Rooms | G-181 | 0.00% | - | - | - | - | - | - |
| 3853 | INVP 3853 UNY C Cure Cnvto AMAG | G-113 | 0.00% | - | - | - | - | - | - |
| 3857 | INVP3857-XP remediation (US only) | G-020 | 11.22% | - | - | - | - | - | - |
| 3859 | INVP3859-NY Storm Credit | 5210 | 0.00% | - | - | - | - | - | - |
| 3862 | INVP3862-CCH to Maximo Conversion | G-227 | 0.00% | - | - | - | - | - | - |
| 3871 | INVP3871-US Claims Risk Master Replacement | Q-146 | 10.07% | 14,591 | - | 14,591 | 3,874 | - | 3,874 |
| 3882 | INVP3882-NYS Pipeline Safety CMS Regulatory Compliance | G-207 | 0.00% | - | - | - | - | - | - |
| 3883 | INVP3883-Mobile Device Refresh for Protection Telecom Operations (PTO) | G-173 | 11.37% | 76 | (46,513) | (46,437) | - | (3,304) | (3,304) |
| 3884 | Incident Action Plan (IAP) for US Emergency Response | G-027 | 11.27% | - | - | - | - | - | - |
| 3896 | INVP3896-Athena | G-020 | 11.22% | (11,798) | 128,171 | 116,374 | (8,648) | 64,361 | 55,714 |
| 3899 | INVP 3899 Cloud Enablement - Microsoft Azure | 5020 | 0.00% | - | - | - | - | - | - |
| 3901 | INVP3901-Virtual Desktop Offshore | G-020 | 11.22% | 30,573 | - | 30,573 | 42,248 | - | 42,248 |
| 3914 | INVP3914-Bill Print Fac Relocation | C-173 | 10.71% | (26,349) | 32,438 | 6,089 | (2,952) | (5,312) | (8,263) |

| | | | | FY17 (Allocation to RI) | | | Test Year (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 3915 | INVP3915-Annual HR & Payroll Mandatory Service Pack Upgrade (HRSP) | G-012 | 11.22% | 33,037 | 123,728 | 156,765 | 11,456 | 123,331 | 134,787 |
| 3918 | INVP3918-Regulatory Requirements, Reporting & Rate Case support | G-020 | 11.22% | 9,639 | - | 9,639 | 9,639 | - | 9,639 |
| 3922 | INVP3922-Access Violation (& Regulation) Management | G-020 | 11.22% | 111,766 | 356,767 | 468,533 | 81,556 | 365,601 | 447,158 |
| 3924 | INVP3924-Host Transition | G-020 | 11.22% | - | - | - | 28,944 | - | 28,944 |
| 3932 | INVP3932-Customer Contact Center / SDC Technology Upgrade Implement Solution | C-175 | 10.71% | 45,373 | 12,905 | 58,278 | 48,957 | 76,902 | 125,858 |
| 3941 | INVP3941-Distributed Generation Application Tracking | G-198 | 15.03% | 49,420 | - | 49,420 | 40,725 | - | 40,725 |
| 3955 | INVP3955-EJ Ward Upgrade | G-235 | 0.00% | - | - | - | - | - | - |
| 3956 | INVP 3956 WIFI for Fleet Services Diagnostic Laptops | G-352 | 11.33% | 273 | 53,743 | 54,016 | 6,806 | 58,423 | 65,228 |
| 3970 | INVP3970-US CNI NY EMS-Conversion to MPLS | 5210 | 0.00% | - | - | - | - | - | - |
| 3976 | INVP3976 - IDS Next Generation 2.0 | G-186 | 15.12% | - | - | - | 4,764 | - | 4,764 |
| 3985 | INVP 3985-Document Management System Replacement | G-149 | 11.30% | 63,700 | - | 63,700 | 41,996 | - | 41,996 |
| 3999 | IRIS Programme | G-020 | 11.22% | - | - | - | - | - | - |
| 4001 | INVP4001-Data Centre Decommission D&I | G-020 | 11.22% | 36,243 | - | 36,243 | 21,834 | - | 21,834 |
| 4024 | INVP4024-Soft Off Mandate | C-207 | 0.00% | - | - | - | - | - | - |
| 4025 | INVP4025-Mandated Minor Works on FSSC Systems (Excludes SAP) | G-020 | 11.22% | 148 | - | 148 | (2,512) | - | (2,512) |
| 4026 | INVP4026-Val Add Cust Sys-All Ret | C-175 | 10.71% | 2,922 | - | 2,922 | 1,558 | - | 1,558 |
| 4041 | INVP4041-Operations Minorworks | G-015 | 11.86% | (1,640) | - | (1,640) | (1,492) | - | (1,492) |
| 4044 | INVP4044-US Control-Wires Down Regulatory Compliance | 5310 | 0.00% | - | - | - | - | - | - |
| 4045 | INVP4045-Double Pole Management Database | G-198 | 15.03% | 55,845 | 64,513 | 120,358 | 50,657 | 64,998 | 115,655 |
| 4047 | INVP4047-Customer and Digital Minor Works | C-175 | 10.71% | (1,102) | - | (1,102) | (750) | - | (750) |
| 4050 | INVP 4050 Network Strategy Minorworks | G-015 | 11.86% | (2,372) | - | (2,372) | - | - | - |
| 4055 | INVP4055-RI Renewable Energy | 5360 | 100.00% | 11,806 | 12,349 | 24,155 | - | - | - |
| 4056 | INVP4056-OutDoor WiFi RI | 5360 | 100.00% | - | - | - | - | - | - |
| 4058 | INVP 4058 Tech MW | G-020 | 11.22% | 19,115 | - | 19,115 | 20,992 | - | 20,992 |
| 4074 | INVP4074-MA Gas 4 Hour Appointment Window | C-310 | 0.00% | - | - | - | - | - | - |
| 4102 | INVP4102-Mobile Capture of Plastic Fusion Data | G-207 | 0.00% | - | - | - | - | - | - |

| | | | | FY17 (Allocation to RI) | | | Test Year (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 4104 | INVP4104-iRestore First Responder App | G-198 | 15.03% | 8,653 | - | 8,653 | 8,653 | - | 8,653 |
| 4115 | INVP4115-Customer Systems Regulatory and Operational Mandates | C-175 | 10.71% | 947 | - | 947 | 655 | - | 655 |
| 4119 | INVP 4119 AMR Opt-Out Charges | C-434 | 15.42% | (1) | - | (1) | - | - | - |
| 4124 | INVP4124-Automate Remote Net Metering | C-198 | 14.22% | 20,318 | 280,851 | 301,169 | 14,189 | 335,895 | 350,084 |
| 4133 | INVP4133-LI Stabilization | 5230 | 0.00% | - | - | - | - | - | - |
| 4136 | INVP4136-Dig Safe NE Replacement | G-313 | 20.48% | 45,677 | - | 45,677 | 35,526 | - | 35,526 |
| 4137 | INVP4137-New England (NE) Retail Access Mandates | C-277 | 0.00% | - | - | - | - | - | - |
| 4170 | INVP4170-Time Transformation | G-020 | 11.22% | 137,645 | 356,364 | 494,009 | 172,932 | 283,794 | 456,726 |
| 4172 | INVP4172-Cross Company Enhancements | C-175 | 10.71% | 15,471 | 245,740 | 261,211 | 8,165 | 41,055 | 49,220 |
| 4176 | INVP4176-Operations Minorworks FY17 | G-146 | 11.86% | 98,875 | - | 98,875 | 77,305 | - | 77,305 |
| 4183 | INVP4183-Auto Meter Intrface-KEDNY | 5220 | 0.00% | - | - | - | - | - | - |
| 4185 | INVP4185-Customer and Digital Operational Mandates | C-175 | 10.71% | 31,406 | - | 31,406 | 24,215 | - | 24,215 |
| 4188 | INVP4188-Ageing System Stabilization/Upgrades | 5020 | 0.00% | - | - | - | - | - | - |
| 4192 | INVP4192-Windows 2000 web servers risk RSK-309 mitigation | G-175 | 11.37% | 41,665 | - | 41,665 | 47,222 | - | 47,222 |
| 4193 | INVP4193-RI Street Light Metering Pilot | 5360 | 100.00% | 57,293 | - | 57,293 | (30,194) | - | (30,194) |
| 4195 | INVP4195-Gridforce Security Upgrade | C-173 | 10.71% | 16,677 | (317) | 16,360 | 1,808 | (917) | 891 |
| 4208 | INVP4208-Customer Systems Operations | C-175 | 10.71% | 105,363 | - | 105,363 | 65,793 | - | 65,793 |
| 4214 | INVP4214-FERC Wholesale Customer System Replacement | T-400 | 6.85% | 15,238 | 16,646 | 31,884 | 14,780 | 17,990 | 32,770 |
| 4217 | INVP4217-US SAP: Business Planning Consalidation (BPC) - HANA | 5020 | 0.00% | - | - | - | - | - | - |
| 4218 | INVP4218-Blanket Work Order Pilot | G-020 | 11.22% | 111,796 | 442,721 | 554,516 | 102,584 | 443,630 | 546,214 |
| 4219 | INVP4219-PowerPlan upgrade | G-020 | 11.22% | 95,121 | 235,920 | 331,042 | 89,550 | 234,851 | 324,401 |
| 4222 | INVP4222-GRC Upgrade | G-020 | 11.22% | - | - | - | 15,279 | - | 15,279 |
| 4223 | INVP4223-US SAP: Business Objects Environment (BOE) Update (annual) | G-020 | 11.22% | 31,327 | 141,897 | 173,224 | 21,086 | 134,311 | 155,397 |
| 4224 | INVP4224-US SAP: Annual HANA update | G-020 | 11.22% | 27,193 | 128,603 | 155,796 | 11,592 | 122,892 | 134,484 |
| 4225 | INVP4225-US SAP: Ancillary SAP Application Updates | G-020 | 11.22% | 33,448 | 138,525 | 171,972 | 22,686 | 138,142 | 160,828 |
| 4226 | INVP4226-Ariba Updates | G-020 | 11.22% | 22,898 | - | 22,898 | 12,975 | - | 12,975 |
| 4244 | INVP4244-EBB Gas Trading | C-210 | 7.37% | 7,571 | 34,665 | 42,236 | 3,181 | (1,254) | 1,927 |
| 4263 | INVP4263-US Web Auth | G-020 | 11.22% | 6,696 | 29,606 | 36,302 | 6,027 | 39,231 | 45,258 |
| 4266 | INVP4266-Windows 7 Phase 3 | G-020 | 11.22% | 31,846 | 45,936 | 77,782 | (4,006) | 61,748 | 57,742 |
| 4274 | INVP4274-VSTIG Hardware Refresh | G-020 | 11.22% | - | 57,177 | 57,177 | 1,400 | 29,046 | 30,445 |
| 4280 | INVP4280-VSTIG Upgrade - Phase 2 | G-020 | 11.22% | 1,831 | 248,459 | 250,291 | 1,889 | 232,722 | 234,612 |

| | | | | FY17 (Allocation to RI) | | | Test Year (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| INVP | Project | Allocator | % to RI | OpEx | CapEx | TotEx | OpEx | CapEx | TotEx |
| 4286 | INVP4286-Active Directory Remediation F&A | G-020 | 11.22% | 11,994 | - | 11,994 | 8,529 | - | 8,529 |
| 4288 | INVP4288-AD Data Cleanse | G-020 | 11.22% | 7,383 | - | 7,383 | 15,945 | - | 15,945 |
| 4289 | INVP4289-US Network Improvements | G-020 | 11.22% | 4,211 | 87,266 | 91,477 | 6,287 | 132,363 | 138,650 |
| 4298 | INVP4298-NY REV Clifton Park Demo Information Systems readiness | 5210 | 0.00% | - | - | - | - | - | - |
| 4306 | INVP4306-Juniper VPN Upgrade | G-020 | 11.22% | 11,250 | - | 11,250 | 9,927 | - | 9,927 |
| 4307 | INVP4307-Desktop XP to Win7 | G-020 | 11.22% | 74,427 | 1,296,573 | 1,370,999 | 78,461 | 1,473,632 | 1,552,093 |
| 4313 | INVP4313-Disconnect Notices | 5220 | 0.00% | - | - | - | - | - | - |
| 4323 | INVP4323-US Mainframe Upgrade | G-020 | 11.22% | (0) | (2,473) | (2,473) | - | (56,594) | (56,594) |
| 4324 | INVP 4324 21st Century - Frame Relay Termination | C-198 | 14.22% | 5,870 | - | 5,870 | 5,870 | - | 5,870 |
| 4331 | INVP 4331 T-Systems Data Center Move | G-020 | 11.22% | (19,444) | - | (19,444) | (74,901) | - | (74,901) |
| 4347 | INVP 4347 NYC Leave on for Landlord Program | 5220 | 0.00% | - | - | - | - | - | - |
| 4348 | INVP 4348 SAP Infrastructure Landscape | 5020 | 0.00% | - | - | - | - | - | - |
| 4350 | INVP4350-Electric Ops, Net Strat, & Control Rooms | G-146 | 11.86% | 30,449 | - | 30,449 | 24,456 | - | 24,456 |
| 4353 | INVP4353-SAP/PowerPlan/Front Office Maintenance of Business (MOB) | G-020 | 11.22% | 95,148 | - | 95,148 | 85,092 | - | 85,092 |
| 4354 | INVP4354-US FSSC Minor Works | G-020 | 11.22% | 23,136 | - | 23,136 | 23,051 | - | 23,051 |
| 4357 | INVP4357-SmallWorld GIS Update for LED Streetlight | G-198 | 15.03% | 19,110 | - | 19,110 | 19,110 | - | 19,110 |
| 4362 | INVP 4362 Legacy DMZ migration to vSTIG | G-020 | 11.22% | 7,279 | - | 7,279 | 39,253 | - | 39,253 |
| 4363 | INVP4363 - HHS Performance File | C-170 | 0.00% | - | - | - | - | - | - |
| 4364 | INVP4364 Wireless LAN Network Expansion | G-020 | 11.22% | 28,519 | 330,701 | 359,220 | 30,166 | 243,959 | 274,125 |
| 4365 | INVP4365- New Medical System | G-027 | 11.27% | 11,211 | - | 11,211 | 10,838 | - | 10,838 |
| 4368 | INVP4368 - Legacy VSTIG Migration & Decommission | G-020 | 11.22% | 17,626 | - | 17,626 | 3,077 | - | 3,077 |
| 4373 | INVP4373 - Contingent Labor Workforce Admin Replacement | G-020 | 11.22% | 2,074 | 28,946 | 31,020 | 2,074 | 29,135 | 31,209 |
| 4377 | INVP4377 - Data Centre Decommission Melville Discovery | G-020 | 11.22% | 31,323 | - | 31,323 | 16,725 | - | 16,725 |
| 4379 | INVP4379- US Control aDMS Functional Testing | 5210 | 0.00% | - | - | - | - | - | - |
| 4382 | INVP4382 - US Digital Communications | G-020 | 11.22% | - | - | - | 43,968 | - | 43,968 |
| 4383 | INVP4383 - NY Community Choice Aggregation Report | C-170 | 0.00% | - | - | - | - | - | - |
| 4386 | INVP4386 - Verizon Audio to Webex | G-020 | 11.22% | 32,732 | - | 32,732 | 47,851 | - | 47,851 |
| 4390 | INVP4390 - Plastic Fusion II | G-210 | 7.28% | - | - | - | 250 | - | 250 |

| | | | | FY17 (Allocation to RI) | | | Test Year (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| INVP | Project | Allocator | % to RI | OpEx | CapEx | TotEx | OpEx | CapEx | TotEx |
| 4391 | INVP4391 - Operations MW | G-148 | 11.86% | - | - | - | 2,965 | - | 2,965 |
| 4392 | INVP4392 - PPMI | G-020 | 11.22% | 62,631 | - | 62,631 | 67,279 | 29,806 | 97,085 |
| 4394 | INVP4394-NE Gas Leak Recheck (next phase) | G-310 | 0.00% | - | - | - | - | - | - |
| 4395 | INVP4395 US Mobile Device Refresh - FY18 | 5020 | 0.00% | - | - | - | - | - | - |
| 4397 | INVP4397 Ariba TLS & CI | G-020 | 11.22% | 172 | 1,376 | 1,547 | 34,942 | 47,491 | 82,433 |
| 4398 | INVP4398 - Storms-IScheduler Upgrade Stabilization. | G-160 | 17.87% | 52,019 | 779,521 | 831,540 | 52,019 | 871,746 | 923,764 |
| 4399 | INVP4399 - FSSC&HR Systems (Non-SAP) Operational Requirements & Upgrades - FY18 | G-020 | 11.22% | - | - | - | 575 | - | 575 |
| 4400 | INVP 4400 HR & Payroll Mand Svc Pck | G-020 | 11.22% | 9,221 | 3,097 | 12,318 | 21,022 | 14,761 | 35,783 |
| 4408 | INVP4408 - DMS Replacement - Delivery | G-149 | 11.30% | 36,223 | 298,966 | 335,188 | 73,348 | 341,499 | 414,847 |
| 4411 | INVP4411 - New Customer Connections Program | 5210 | 0.00% | - | - | - | - | - | - |
| 4420 | INVP4420- US CNI OMS-FocalPoint Infrastructure Upgrade | G-198 | 15.03% | 15,824 | 111,418 | 127,242 | 12,427 | 106,897 | 119,324 |
| 4421 | INVP4421 - New Arrearage Forgiveness Plan | G-316 | 100.00% | 45,630 | - | 45,630 | 99,660 | - | 99,660 |
| 4429 | INVP4429 - KEDLI Rate Case | 5230 | 0.00% | - | - | - | - | - | - |
| 4448 | INVP4448 - Low Income Order | C-195 | 0.00% | - | - | - | - | - | - |
| 4449 | INVP4449 - EPA File | C-175 | 10.71% | - | - | - | 3,496 | - | 3,496 |
| 4451 | INVP4451 - Gas Transportation System Phase II (GTIS) | G-225 | 0.00% | - | - | - | - | - | - |
| 4453 | INVP 4453 Continuous Emissions Monitoring Improvement | G-324 | 0.00% | - | - | - | - | - | - |
| 4461 | INVP4461 - Unix51 Interface Migration | G-020 | 11.22% | 256 | 5,234 | 5,490 | 1,086 | 23,537 | 24,624 |
| 4462 | INVP4462 - Computapole Enhancements to Support Inspection Types | T-186 | 9.41% | - | - | - | - | - | - |
| 4464 | INVP4464 - Data Visualization | G-020 | 11.22% | 6,106 | 607,284 | 613,390 | 7,388 | 680,265 | 687,653 |
| 4469 | INVP4469 Informatica Upgrade/Microstrategy Replacement Program F&A | G-227 | 0.00% | - | - | - | - | - | - |
| 4473 | INVP 4473 US Control-UNY Electric Control Rooms Voice Recorder Upgrade | G-181 | 0.00% | - | - | - | - | - | - |
| 4477 | INVP4477-Customer FY18 Minor Works (former Customer & Digital) | C-175 | 10.71% | - | - | - | 2,261 | - | 2,261 |
| 4486 | INVP4486-General Ledger Interface CRIS to SAP | G-384 | 0.00% | - | - | - | - | - | - |
| 4491 | INVP4491-ICE Replacement | 5020 | 0.00% | - | - | - | - | - | - |

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|---|---|---|---|---|---|---|---|---|---|
| INVP | Project | Allocator | % to RI | OpEx | CapEx | TotEx | OpEx | CapEx | TotEx |
| 4529 | INVP4529 - Service Now Deployment - Release 2 | G-020 | 11.22% | 308,206 | - | 308,206 | 458,079 | - | 458,079 |
| 4555 | RI Renewable Energy Program changes | 5360 | 100.00% | - | - | - | 37,982 | - | 37,982 |
| 4557 | INVP 4557 - US SAP: Report Optimization | 5020 | 0.00% | - | - | - | - | - | - |
| 4568 | INVP 4568 – US CNI-EMS and OMS Lifecycle Hardware Upgrade | 5020 | 0.00% | - | - | - | - | - | - |
| 4570 | INVP4570 US CNI Network Equip Rep | G-186 | 15.12% | - | 1,409,182 | 1,409,182 | - | 1,387,429 | 1,387,429 |
| 4575 | INVP 4575 Software Defined Networking | 5020 | 0.00% | - | - | - | - | - | - |
| 4577 | INVP 4577 Call Manager Upgrade | 5020 | 0.00% | - | - | - | - | - | - |
| 4584 | INVP 4584 Review of DRMS Proposals and Integration of Selected DRMS into Nationa Grid Systems | G-198 | 15.03% | 2,949 | - | 2,949 | 1,899 | - | 1,899 |
| 4588 | INVP 4588 US SAP: Upgrade Solution Manager | G-020 | 11.22% | 11,326 | 33,766 | 45,092 | 11,326 | 34,065 | 45,391 |
| 4591 | INVP4591 NY REV: Distributed System Implementation Plan | 5210 | 0.00% | - | - | - | - | - | - |
| 4593 | INVP4593 US GIS Landbase Data Acquisition, Asset Realignment, and Gas Services Mapping | G-210 | 7.28% | 292 | - | 292 | 292 | - | 292 |
| 4605 | INVP 4605 Strategy Work - End User Computing, Data Center and Network: | 5020 | 0.00% | - | - | - | - | - | - |
| 4630 | INVP4630 - GIS Consolidation II | G-210 | 7.28% | 3,525 | - | 3,525 | 3,584 | - | 3,584 |
| 4631 | INVP4631 - Box Enablement | G-020 | 11.22% | 13,440 | - | 13,440 | 20,859 | 1,069 | 21,929 |
| 4632 | INVP 4632 US Video Conference Room Upgrade for Res Woods | 5020 | 0.00% | - | - | - | - | - | - |
| 4642 | INVP 4642 Microsoft ELA renewal | G-020 | 11.22% | 64 | 359,915 | 359,979 | 471 | 368,945 | 369,415 |
| 4645 | INVP 4645 Refresh of network equipment at Verizon supported Sites (transformed sites-core infrastructure sites) | 5020 | 0.00% | - | - | - | - | - | - |
| 4648 | INVP 4648 Network Tx-CEMS | G-020 | 11.22% | 64 | 2,142 | 2,206 | 263 | 2,379 | 2,642 |
| 4649 | INVP 4649 HANA Licenses | G-020 | 11.22% | 18,847 | 429,328 | 448,175 | 18,847 | 429,328 | 448,175 |
| 4651 | INVP 4651 Operation Telecommunicaton Modernization | G-327 | 4.85% | 23,682 | - | 23,682 | 28,107 | - | 28,107 |
| 4653 | INVP4653 MyAccount Technical Bluepoint | C-175 | 10.71% | 4,050 | - | 4,050 | 15,528 | - | 15,528 |
| 4657 | INVP 4657 Digital Comms Infonet Audit | G-020 | 11.22% | 18,176 | - | 18,176 | 9,088 | - | 9,088 |
| 4662 | INVP4662 - Concur Licenses | 5020 | 0.00% | - | - | - | - | - | - |
| 4668 | INVP 4668 Improve Back-office Syste | G-020 | 11.22% | 106 | - | 106 | 106 | - | 106 |

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|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 4669 | INVP 4669 US SAP: Max attention | G-020 | 11.22% | 138,112 | - | 138,112 | 170,588 | - | 170,588 |
| 4670 | INVP 4670 - Acquisition of Remote Sensing Data | G-310 | 0.00% | - | - | - | - | - | - |
| 4671 | INVP4671 Mobile Device Refresh – FY17 | G-175 | 11.37% | - | 486,354 | 486,354 | - | 469,200 | 469,200 |
| 4673 | INVP 4673 - PI Enterprise Deployment | G-327 | 4.85% | - | 398,173 | 398,173 | - | 427,850 | 427,850 |
| 4674 | INVP 4674 Log Logic | 5020 | 0.00% | - | - | - | - | - | - |
| 4676 | INVP 4676 Hix D/C Improvement | G-020 | 11.22% | 64 | 83,690 | 83,753 | 5,958 | 85,436 | 91,395 |
| 4677 | INVP 4677 App Monitioring | G-020 | 11.22% | 64 | 11,812 | 11,875 | 369 | 15,204 | 15,573 |
| 4679 | INVP 4679 Cisco Prime | 5020 | 0.00% | - | - | - | - | - | - |
| 4680 | INVP4680 WAP Density deployment | 5020 | 0.00% | - | - | - | - | - | - |
| 4681 | INVP4681 zScaler | 5020 | 0.00% | - | - | - | - | - | - |
| 4682 | INVP 4682 MaaS 360 Payoff | G-020 | 11.22% | 1,860 | - | 1,860 | 2,132 | - | 2,132 |
| 4683 | INVP 4683 RSA Token Purchase | G-020 | 11.22% | - | 58,569 | 58,569 | 101 | 59,357 | 59,459 |
| 4684 | INVP 4684 CPE Buyback | 5020 | 0.00% | - | - | - | - | - | - |
| 4687 | INVP 4687 Network Tx-NB/MTC | G-020 | 11.22% | - | 23,015 | 23,015 | 134 | 21,871 | 22,005 |
| 4688 | INVP 4688 Legacy DMZ Firewalls | 5020 | 0.00% | - | - | - | - | - | - |
| 4689 | INVP 4689 Aged Printer Refresh | G-020 | 11.22% | 64 | - | 64 | 64 | - | 64 |
| 4692 | INVP 4692 - Experian NetConnect Upgrade | 5020 | 0.00% | - | - | - | - | - | - |
| 4693 | INVP 4693 IS Enterprise Lab | G-020 | 11.22% | - | 5,234 | 5,234 | 1,908 | 48,412 | 50,319 |
| 4697 | INVP4697-HP Exstream upgra to v9.5 | G-020 | 11.22% | - | - | - | 87 | - | 87 |
| 4705 | INVP 4705 - NG Labs_US | G-020 | 11.22% | 2,060 | 13,431 | 15,491 | 1,922 | 11,195 | 13,117 |
| 4729 | INVP 4729 - Acquisition of Remote Sensing NY Areal Data | G-113 | 0.00% | - | - | - | - | - | - |
| 4750 | INVP 4750 Customer Experience Transformation Tech Program | 5020 | 0.00% | - | - | - | - | - | - |
| 0823b | INVP 0823b DATA LOSS PREVENTION | G-020 | 11.22% | - | - | - | - | - | - |
| 0823c | INVP 0823C Laptop & Port Device Info Protect | G-020 | 11.22% | - | - | - | - | - | - |
| 0823d | INVP 0823D DB Compliance | G-020 | 11.22% | - | - | - | - | - | - |
| 1549B | INVP 1549B Meter Reading System Con | G-173 | 11.37% | - | - | - | - | - | - |
| 1643F | INVP1643F-NMPCRate BP | 5210 | 0.00% | - | - | - | - | - | - |
| 1652B2 | IN1652B2 R.I Barn WLAN Co. 48 | 5360 | 100.00% | - | - | - | - | - | - |
| 2178D | IN2178D - Field Replacement Devices | 5320 | 0.00% | - | - | - | - | - | - |
| 2204B | INVP2204B-Contact Center Technology- At Home Agents | G-173 | 11.37% | - | - | - | - | - | - |
| 2204C | INVP2204C-Northboro + Metrotech Call Centers | G-384 | 0.00% | - | - | - | - | - | - |
| 2204F | INVP 2204F - Customer Contact Ctr Tech Upgrade | C-434 | 15.42% | 69,473 | - | 69,473 | 20,473 | - | 20,473 |

| | | | | FY17 (Allocation to RI) | | | Test Year (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 2495F | IN 2495F UNY GMS Obsolete Tele Repl | 5210 | 0.00% | - | - | - | - | - | - |
| 2495G | INVP 2495G CNI GMS IDEN Modem Telemetry Replacement - FY13-FY14 | 5330 | 0.00% | - | - | - | - | - | - |
| 2495H | INVP 2495H-GMS EOL Frame Relay | G-018 | 11.22% | - | (11,012) | (11,012) | - | (7,990) | (7,990) |
| 2495I | INVP 2495I CNI GMS | G-210 | 7.28% | - | - | - | - | - | - |
| 2573B | INVP2573B-SmartGrid Programme | 5310 | 0.00% | - | - | - | - | - | - |
| 2575A | INVP2575A US Front Office Roadmap | G-015 | 11.86% | - | - | - | - | - | - |
| 2577C | INVP2577C-US GIS Gas Consolidation Upgrade | G-112 | 0.00% | - | - | - | - | - | - |
| 2830A | INVP2830A N.E Power- Co 10 | 5410 | 0.00% | - | - | - | - | - | - |
| 2830B | INVP2830B Dig Fault Niagra Mohawk | 5210 | 0.00% | - | - | - | - | - | - |
| 2830C | INVP2830C Narragansett | 5360 | 100.00% | - | - | - | - | - | - |
| 2881D | INVP2881D-CNI GMS Infra Upgrades | 5210 | 0.00% | - | - | - | - | - | - |
| 2892B | INVP2892B-SecAccess B | G-220 | 12.30% | - | - | - | - | - | - |
| 2960C | INVP2960C - GridForce SaaS Ph2 | G-210 | 7.28% | - | - | - | - | - | - |
| 2966/2969 | INVP2966 Tiered Security | N-130 | 7.91% | - | - | - | - | - | - |
| 2982a | INVP 2982a Identity & Access Mgt Pr | G-020 | 11.22% | - | - | - | - | - | - |
| 2982b | INVP 2982b Identity & Access M | G-020 | 11.22% | - | - | - | - | - | - |
| 2983a | INVP 2983a CNI Network Securit | G-020 | 11.22% | - | - | - | - | - | - |
| 2983b | IN 2983b DIG RISK SEC-GEN EMS | 5430 | 0.00% | - | - | - | - | - | - |
| 2997B | INVP2997 Earned Value - Phase 2 | G-186 | 15.12% | - | - | - | - | - | - |
| 3019A | INVP 3019A US CNI DKMS | G-098 | 9.72% | - | (206) | (206) | - | (206) | (206) |
| 3124B | INVP3124B-GLOBAL HR STRATEGY | G-020 | 11.22% | - | - | - | - | - | - |
| 3124C | INVP 3124C - Global HR Sys L&D | G-020 | 11.22% | - | - | - | - | - | - |
| 3202N | INVP 3202N - NE Power Phys Securit | 5410 | 0.00% | - | - | - | - | - | - |
| 3202P | INVP 3202P - RI Gas Phys Securit | 5360 | 100.00% | - | - | - | - | - | - |
| 3375B | INVP3375B-XMLBillDely | G-179 | 18.64% | - | - | - | - | - | - |
| 3375B/C | INVP3375B/C-Challenge the Limits - DOXO XML | G-179 | 18.64% | - | - | - | - | - | - |
| 3375C | INVP3375C-DOXO Bill-B | G-179 | 18.64% | - | - | - | - | - | - |
| 3375D | INVP3375D-ReducLtrs-B | G-179 | 18.64% | - | - | - | - | - | - |
| 3600B | INVP3600B US Web Initiatives 2 | C-175 | 10.71% | 2,361 | 3,981 | 6,341 | - | - | - |
| 3617B | INVP3617B DNY Capitalize Asset Replacement & Installation | G-236 | 0.00% | - | - | - | - | - | - |
| 3617C | INVP3617C-NE Capitalize Asset Replacement & Installation | G-267 | 20.28% | - | (354,163) | (354,163) | - | (385,942) | (385,942) |
| 3617D | INVP 3617D UNY Capitalize Asset Replacement & Installation | G-113 | 0.00% | - | - | - | - | - | - |
| 3839A | INVP3839A-NY Retail Access Mandate Phase 2 | C-170 | 0.00% | - | - | - | - | - | - |

| | | | | FY17 (Allocation to RI) | | | Test Year (Allocation to RI) | | |
|---|---|---|---|---|---|---|---|---|---|
| **INVP** | **Project** | **Allocator** | **% to RI** | **OpEx** | **CapEx** | **TotEx** | **OpEx** | **CapEx** | **TotEx** |
| 3859Adj | $ mapped to Service Delivery vs PD (Trish) thru Oct2015, corrected for Nov2015 | 5210 | 0.00% | - | - | - | - | - | - |
| 3999A | INVP3999A-IRIS Programme | G-020 | 11.22% | - | - | - | - | - | - |
| 3999B | INVP3999B-IRIS Programme | G-020 | 11.22% | - | - | - | - | - | - |
| 4411A | INVP4411 - New Customer Connections Program | 5210 | 0.00% | - | - | - | - | - | - |
| 4411B | INVP 4411B Distributed Generation NE | C-284 | 27.18% | - | - | - | 33,584 | - | 33,584 |
| 4411C | INVP 4411C New Electric Connections | C-198 | 14.22% | - | - | - | 2,532 | - | 2,532 |
| Burden | OpEx Burden Adjustment | G-020 | 11.22% | (357,470) | - | (357,470) | (242,481) | - | (242,481) |
| Customer Roadmap | Customer Systems Roadmap | G-020 | 11.22% | 56,100 | - | 56,100 | 56,100 | - | 56,100 |
| FY13F, FY14F | 5110S-DESIGN PRJ ST UP (FSSC)- BP382 | G-020 | 11.22% | - | - | - | - | - | - |
| FY13F, FY14N | 5110S-Design PRJ ST UP (Net Ops)-BP382 | G-020 | 11.22% | - | - | - | - | - | - |
| IBM Change | IBM Change Mgmt | G-020 | 11.22% | 20,536 | - | 20,536 | 21,008 | - | 21,008 |
| MgmtTask- | USFP adjustment related to 4401 | G-020 | 11.22% | - | - | - | - | - | - |
| Panas | Panasonic XP Rugged Devices | G-175 | 11.37% | - | - | - | - | - | - |
| Phy Sec | Physical Security | Detail below | | - | 1,021,645 | 1,021,645 | - | 1,063,932 | 1,063,932 |
| USFP | IO X5330001529 (USFP R3) | 5330 | 0.00% | - | - | - | - | - | - |
| USFP3915 | USFP3915-Reversal for INVP3915 | G-012 | 11.22% | - | - | - | - | - | - |
| W/O_2733 | OpEx Write-off - FSSC | G-018 | 11.22% | 26,240 | - | 26,240 | - | - | - |
| | | | **Total** | **2,864,399** | **12,000,512** | **14,864,911** | **3,015,110** | **11,845,281** | **14,860,392** |

| INVP | Project | Allocator | % to RI | FY17 (Allocation to RI) OpEx | FY17 (Allocation to RI) CapEx | FY17 (Allocation to RI) TotEx | Test Year (Allocation to RI) OpEx | Test Year (Allocation to RI) CapEx | Test Year (Allocation to RI) TotEx |
|---|---|---|---|---|---|---|---|---|---|
| **In FY17, Work Orders corresponding to OpCo's were opened without an INVP - each has its own allocator:** | | | | | | | | | |
| 90000180238 | Physical Security Replacements | 5210 | 0.00% | - | - | - | - | - | - |
| 90000180292 | Physical Security Replacements | G-018 | 11.22% | - | 164,839 | 164,839 | - | 190,854 | 190,854 |
| 90000180243 | Physical Security Replacements | 5220 | 0.00% | - | - | - | - | - | - |
| 90000180283 | Physical Security Replacements | 5230 | 0.00% | - | - | - | - | - | - |
| 90000180285 | Physical Security Replacements | 5310 | 0.00% | - | - | - | - | - | - |
| 90000180286 | Physical Security Replacements | 5330 | 0.00% | - | - | - | - | - | - |
| 90000180289 | Physical Security Replacements | 5340 | 0.00% | - | - | - | - | - | - |
| 90000180290 | Physcial Security Replacements | 5360 | 100.00% | - | 232,836 | 232,836 | - | 232,836 | 232,836 |
| 90000180291 | Physical Security Enhancements | 5360 | 100.00% | - | 459,523 | 459,523 | - | 474,808 | 474,808 |
| 90000180295 | Physical Security Replacments | G-423 | 0.00% | - | - | - | - | - | - |
| 90000180293 | Physical Security Replacements | G-114 | 0.00% | - | - | - | - | - | - |
| 90000180294 | Physical Security Replacements | G-286 | 37.87% | - | 164,446 | 164,446 | - | 165,434 | 165,434 |
| 90000180946 | HIX17_SCC Backup Renovation | G-423 | 0.00% | - | - | - | - | - | - |