

2023

EXECUTIVE OFFICERS COMPENSATION						EXECUTIVE OFFICERS COMPENSATION										
1. Furnish the indicated data with respect to each executive officer and director, whether or not they received any compensation from the respondent.						4. If any person reported in this schedule received remuneration directly or indirectly other than salary shown in column (e) list the amount in column (f) through (l) with the footnotes necessary to explain the essentials of the plan, the basis of determining the ultimate benefits receivable and the payments or provisions made during the year to each person reported herein. If the word "none" correctly states the facts in regard to the entries for column (f) through (l), so state.										
2. Executive officers include a company's president, secretary, treasurer and vice president in charge of a principal business unit, division or function (such as sales, administration, or finance), and any other person who performs similar policy making functions.						5. If any person reported hereunder received compensation from more than one affiliated company or was carried on the payroll of an affiliated company, details shall be given in a note.										
3. Indicate with an asterisk (*) in column (a) those directors who were members of the executive committee, if any, and by a double asterisk (**) the chairman, if any, of that committee, at the end of the year.						6. Include the total amount collected in rates that corresponds to any of the columns (f) through (l) and notate the total in column (n).										
Line No.	Name of Person (a)	Title and Department Over Which Jurisdiction Is Exercised (b)	Term Expired or Current Term Will Expire (c)	Salary		Foot-note Ref.	Deferred Compensation (f)	Incentive Pay (Bonuses, etc.) (g)	Savings Plans (h)	Stock Options (i)	Life Insurance Premiums (j)	Change in actuarial value of accumulated pension benefits (k)	Other (Explain Below) (l)	Amount Included in Rates (m)	Total (e thru l) (n)	Line No.
				Rate at Year End (d)	Paid During Year (e)											
1	Gregory Filipkowski	Mg Dir & CIO		\$339,000	\$335,500	1		\$168,400	\$4,273		\$1,277	\$19,000	\$163,081		691,532	1
2	David C Lyons	Interim President and COO		\$288,100	\$285,819			\$120,500	\$8,398		\$473	\$130,000	\$234,539		779,729	2
3	Paul Napoli	Mg Dir & VP - Power Markets		\$276,800	\$274,243			\$131,500	\$7,989		\$455	\$129,000	\$142,731		685,917	3
4	Andrea Elder-Howell	Mg Dir & VP Legal		\$265,000	\$265,000			\$107,300	\$13,309		\$423	\$0	\$79,500		465,532	4
5	Michael Sullivan	Mg Dir & VP - Electric Operations		\$300,000	\$271,577			\$127,900	\$12,745		\$438	\$96,052	\$137,403		646,115	5
6	Louis M Debrino	Mg Dir & VP - Customer Operations		\$262,900	\$260,773			\$125,500	\$16,527		\$415	\$21,164	\$134,119		558,497	6
7	Margaret Keane	Mg Dir & VP Construction & Ops Svcs		\$293,000	\$265,442			\$125,500	\$8,713		\$1,271	\$38,000	\$151,553		590,479	7
8	Christopher Hahn	Sr Dir & VP External Affairs		\$257,500	\$255,480			\$93,000	\$13,200		\$510	\$24,000	\$80,572		466,762	8
9	Seong Chung	Sr Dir & VP Business Services		\$270,000	\$166,154			\$0	\$3,427		\$287	\$0	\$87,860		257,728	9
NOTES:						** Numbers are rounded										
						NOTES:										
						1. Hired into current position effective May 1, 2023.										
						2. Savings Plans (h) include the 2023 Company Match and 2022 Company Match True-up amounts deposited to eligible ServCo Thrift Plan participants' accounts in May 22, 2023.										
NOTES:						3. Change in actuarial value of accumulated pension benefits includes both Qualified and Non-Qualified Pension Benefits. Assumptions used are the same as those in the December 31, 2023 year end disclosure on an ABO basis.										
						4. Other (l) includes Accounting Value of long term incentive grants, special achievement awards, vehicle stipends, mobile phone stipends, housing stipends, relocation, hiring bonus, and ServCo Thrift Plan core contributions.										
						5.For CY 2023, the compensation for the following individuals listed on this Executive Compensation Statement was paid by LIPA as a pass-through expense under the OSA: a) Managing Director & Chief Information Officer, b) Managing Director & VP Legal, and c) Senior Director and VP Business Services. For CY 2023, the compensation for all other individuals listed on this Executive Compensation Statement was funded by the Service Provider and paid through the fixed Management Service fee under the OSA.										
						6. Paid During Year includes regular pay and paid time off, and is reflective of merit increases effective Q1, and date hired or promoted into position.										