

**New York State Electric & Gas Corporation
Rochester Gas and Electric Corporation**

**25-E-0375, 25-G-0378, 25-E-0379, 25-G-0380
Request for Information**

Requesting Party: Multiple Intervenors

Request No.: NYRC-2048 (MI-180-181)

Date of Request: February 25, 2026

Response Due Date: March 9, 2026

Date of Reply: March 4, 2026

Witness: Katheryn R. Fournier

Panel: Workforce, Benefits and Compensation Panel

Subject:

Question:

180. For how long has the Avangrid Annual Performance Award Plan (“APA Plan”) included a metric related to rate base additions?

181. Explain and describe the rate base addition metric included in the current APA Plan. If this metric has changed during the current three-year electric rate plans for either utility, explain the change that was made and when it was implemented.

Response:

180. The Avangrid Annual Performance Award (“APA”) Plan has included a rate base additions metric for at least the last three plan years (2022 - 2024). Each year’s objectives are established by functional leaders in alignment with the CEO’s strategic objectives, but the rate base additions metric has consistently appeared in both the Avangrid and Networks scorecards across these three years.

181. The APA Plan effective January 1, 2024 includes three weighted components:

- Avangrid performance (35%)
- Business Area or Corporate Function performance (35%)
- Individual performance (30%)

Both the Avangrid and Networks Business Area components include a rate base additions metric, which measures achievement of targeted rate base additions in line with approved regulatory rate cases.

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The metric provides a performance scale from:

- [REDACTED]
- [REDACTED]

The thresholds for 100% achievement have varied slightly over the last three years:

AVANGRID & NETWORKS – RATE BASE OBJECTIVE			
Year	Metric 0%	Metric 100%	Metric = 0%
2024	[REDACTED]	[REDACTED]	[REDACTED]
2023	[REDACTED]	[REDACTED]	[REDACTED]
2022	[REDACTED]	[REDACTED]	[REDACTED]

In 2024, both Avangrid and Networks rate base metrics were designated as non-customer-benefiting and therefore excluded from the revenue recovery request.