AVANGRID Code of Conduct Annual Reporting Requirements

For the Year Ended December 31, 2022

Table of Contents

Reporting Requirements per Appendix 1 <u>Reports</u> section of Case 07-M-0906 <u>Joint</u> Proposal on the Code of Conduct, dated December 8, 2008.

I. Asset Transfers

Assets transferred between NYSEG and RG&E and any affiliate had a market value under the \$1m threshold identified in Appendix 1 Affiliate Relations, #3.

II. Employee Transfers

Summary of Employee Transfers 2022

III. Employee Loans

Detailed information on employee loans associated with storm restoration work is identified on the Schedule titled "Employees loaned from Affiliate to DISCO for Storm Restoration Work". Please note - the costs associated with these employees are included in the Affiliate Charges information incorporated in this filing in Section V.

Employees Loaned - 2022

IV. Cost Allocations

Catalogue of Services Provided by AVANGRID
Cost Allocation Manual for AVANGRID Corporate Services
Allocation Factors
Overhead Rates

V. Affiliate Transactions

Affiliate Charges – Affiliate transactions are incurred throughout the year and are treated according to the guidance identified in Section IV of this filing.

VI. Competitor/Customer Complaints

Competitor Issues – the Companies have had no competitor/customer complaints related to affiliate transactions in 2022 as identified in Appendix 1 <u>Standards of</u> Conduct # viii.

Section I

Asset Transfers

Assets transferred between NYSEG and RG&E and any affiliate had a market value under the \$1m threshold identified in Appendix 1

<u>Affiliate Relations</u>, #3.

None.

Section II Employee Transfers

2022 NY Code of Conduct

Section II

Summary of Employee Transfers for 2022

Pers.No.	Transferred From	Title	Transferred To	Start Date	Title
0322862	NY STATE ELECTRIC & GAS C	Supervisor - Customer Relations Center	AVANGRID SERVICE COMPANY	05/08/2022	Lead Analyst - Programs
)324491	ROCHESTER GAS & ELEC CORP	Manager - Projects Unit	AVANGRID SERVICE COMPANY	07/17/2022	Director - Projects
325207	AVANGRID SERVICE COMPANY	Manager - Programs/Projects	ROCHESTER GAS & ELEC CORP	05/22/2022	Lead Engineer – Electric Maintenance
325623	NY STATE ELECTRIC & GAS C	Principal Engineer - Electric Standards	AVANGRID SERVICE COMPANY	12/04/2022	Supervisor - Protection & Control
326088	AVANGRID MANAGEMENT COMPA	Architect - Threat & Incident Response	ROCHESTER GAS & ELEC CORP	12/18/2022	Lead Cybersecurity Ops Center Analyst
327744	AVANGRID SERVICE COMPANY	Lead Engineer - Automation	ROCHESTER GAS & ELEC CORP	07/31/2022	Manager - Projects Unit
328229	AVANGRID SERVICE COMPANY	Lead Analyst - Materials Planning	ROCHESTER GAS & ELEC CORP	06/05/2022	Program Manager -Customer Svc Compliano
329112	ROCHESTER GAS & ELEC CORP	Supv - Substation Automation & Tech Sup	AVANGRID SERVICE COMPANY	03/13/2022	Manager - Telecommunications Engineering
329704	ROCHESTER GAS & ELEC CORP	Analyst - Customer Advocate	AVANGRID MANAGEMENT COMPA	12/04/2022	Analyst - DE&I
332653	NY STATE ELECTRIC & GAS C	Supervisor - Dispatch & ECC	AVANGRID SERVICE COMPANY	03/27/2022	Manager - Control Cntr Process & Perform
332840	AVANGRID SERVICE COMPANY	Principal Engineer - Integrated	NY STATE ELECTRIC & GAS C	08/28/2022	Principal Engineer-Trans & Sub Asset Plg
335018	NY STATE ELECTRIC & GAS C	Program Manager - Change Management	AVANGRID SERVICE COMPANY	05/08/2022	Program Manager - Change Management
336039	ROCHESTER GAS & ELEC CORP	Analyst - Work Planning	AVANGRID SERVICE COMPANY	10/09/2022	Lead Analyst - Programs/Projects
336174	AVANGRID SERVICE COMPANY	Lead Analyst - Programs/Projects	NY STATE ELECTRIC & GAS C	05/08/2022	Customer Programs & Products Manager
336533	ROCHESTER GAS & ELEC CORP	Supervisor - Customer Relations Center	AVANGRID SERVICE COMPANY	10/23/2022	Lead Analyst - Programs NY President Off
336749	NY STATE ELECTRIC & GAS C	Senior Engineer	AVANGRID SERVICE COMPANY	07/31/2022	Senior Engineer
338144	AVANGRID SERVICE COMPANY	Lead Analyst - Performance & Budgets	ROCHESTER GAS & ELEC CORP	03/13/2022	Manager - Programs/Projects
338846	AVANGRID SERVICE COMPANY	Technical Trainer	NY STATE ELECTRIC & GAS C	10/23/2022	Gas Fitter 1/C
342151	NY STATE ELECTRIC & GAS C	Supervisor - Distribution System Ops	AVANGRID SERVICE COMPANY	12/18/2022	Senior Cyber & Compliance Specialist
343741	AVANGRID MANAGEMENT COMPA	Lead Analyst - Workplace Services	ROCHESTER GAS & ELEC CORP	08/14/2022	Supervisor - Stores
344313	ROCHESTER GAS & ELEC CORP	Analyst - Work Planning	AVANGRID MANAGEMENT COMPA	03/13/2022	Lead Analyst - GS Performance & Budgets
344751	NY STATE ELECTRIC & GAS C	Electrical Engineer Substation Lead	AVANGRID SERVICE COMPANY	11/06/2022	Lead Engineer - Electrical Rating
344994	ROCHESTER GAS & ELEC CORP	Associate Engineer - EDP	AVANGRID SERVICE COMPANY	03/13/2022	Associate Engineer - EDP
345013	ROCHESTER GAS & ELEC CORP	Associate Engineer - EDP	AVANGRID SERVICE COMPANY	03/13/2022	Associate Engineer - EDP
346300	AVANGRID SERVICE COMPANY	Supervisor - Facilities	NY STATE ELECTRIC & GAS C	06/19/2022	Supervisor - Facilities
347163	ROCHESTER GAS & ELEC CORP	Lead Analyst - Materials Planning	AVANGRID MANAGEMENT COMPA	10/09/2022	Manager - Workplace Services
347810	ROCHESTER GAS & ELEC CORP	Lead Analyst - GIS Operations I	AVANGRID SERVICE COMPANY	04/10/2022	Manager - Programs/Projects GIS & Data
348904	ROCHESTER GAS & ELEC CORP	InspectorEnhanced QA/QC - GasEngineering	AVANGRID SERVICE COMPANY	07/31/2022	Senior Operator Qualification Analyst
349502	ROCHESTER GAS & ELEC CORP	Sr Bus System Analyst-Customer Care Tech	AVANGRID SERVICE COMPANY	08/28/2022	Lead Analyst - SAP Support
349661	AVANGRID SERVICE COMPANY	Infrastructure Specialist	NY STATE ELECTRIC & GAS C	08/14/2022	Senior Infrastructure Specialist
351613	AVANGRID SERVICE COMPANY	Supervisor - Facilities	NY STATE ELECTRIC & GAS C	06/19/2022	Supervisor - Facilities
352895	AVANGRID SERVICE COMPANY	Lead Engineer - Energy Control Systems	NY STATE ELECTRIC & GAS C	12/04/2022	Supervisor - Energy Control Systems
353522	AVANGRID SERVICE COMPANY	Senior Infrastructure Specialist	ROCHESTER GAS & ELEC CORP	12/18/2022	Lead Cyber Detect & Response Specialist
355481	NY STATE ELECTRIC & GAS C	Senior Cybersecurity Change Mgmt Analyst	AVANGRID SERVICE COMPANY	07/17/2022	Senior Cybersecurity Change Mgmt Analyst
390109	ROCHESTER GAS & ELEC CORP	Project Manager	AVANGRID SERVICE COMPANY	01/30/2022	Principal Engineer - Standards
)425447	AVANGRID MANAGEMENT COMPA	Project Manager - Security	NY STATE ELECTRIC & GAS C	04/24/2022	Manager - Smart Metering
)426136	ROCHESTER GAS & ELEC CORP	Customer Programs & Products Manager	AVANGRID SERVICE COMPANY	04/24/2022	Senior Manager - Program Mgmt Office
)426653	ROCHESTER GAS & ELEC CORP	Supervisor - Customer Billing	AVANGRID MANAGEMENT COMPA	10/23/2022	Lead Analyst - Workplace Services
)434049	AVANGRID SERVICE COMPANY	Vice President - Reliab & Emergency Prep	NY STATE ELECTRIC & GAS C	07/03/2022	NYSEG & RG&E Chief Executive Officer
1434958	AVANGRID SERVICE COMPANY	Senior Technical Trainer	NY STATE ELECTRIC & GAS C	02/13/2022	Supervisor - Construction & Maintenance
0435005	ROCHESTER GAS & ELEC CORP	Lead Analyst - Fleet Services	AVANGRID MANAGEMENT COMPA	08/14/2022	Program Manager - Renewables Fleet
0435570	AVANGRID SERVICE COMPANY	Vice President - Electric Operations	NY STATE ELECTRIC & GAS C	07/31/2022	Vice President - Electric Operations
)437336	ROCHESTER GAS & ELEC CORP	Sr Compliance & Performance	AVANGRID MANAGEMENT COMPA	03/27/2022	Program Manager - GS Mgmt Systems
1437481	NY STATE ELECTRIC & GAS C	Lead Analyst - Billing & Risk Management	AVANGRID SERVICE COMPANY	07/31/2022	Senior Cyber & Compliance Specialist
1437496	ROCHESTER GAS & ELEC CORP	Analyst - Customer Advocate	AVANGRID SERVICE COMPANY	05/22/2022	Analyst - Claims Management
1437605	AVANGRID SERVICE COMPANY	Manager - Programs/Projects	NY STATE ELECTRIC & GAS C	10/23/2022	Senior Manager - Programs & Joint Use
1437973	NY STATE ELECTRIC & GAS C	Lead Analyst - Pricing & Analysis	AVANGRID SERVICE COMPANY	04/10/2022	Manager - Revenue Requirements
438077	AVANGRID SERVICE COMPANY	Supervisor - Integrated Field Design	NY STATE ELECTRIC & GAS C	07/31/2022	Supervisor - Integrated Field Design
438271	ROCHESTER GAS & ELEC CORP	Supervisor - Work Planning	AVANGRID SERVICE COMPANY	01/16/2022	Analyst - Performance & Budgets
438321	NY STATE ELECTRIC & GAS C	Customer Programs & Products Manager	AVANGRID SERVICE COMPANY	02/27/2022	Manager - Conservation & Load Mgmt
438322	AVANGRID SERVICE COMPANY	Program Manager - Digital Cust Projects	NY STATE ELECTRIC & GAS C	08/28/2022	Lead Analyst - Billing & Risk Management
438485	NY STATE ELECTRIC & GAS C	Lead Analyst - FP&A Investment Planning	AVANGRID SERVICE COMPANY	12/18/2022	Manager - Planning & Cost Control
438558	AVANGRID SERVICE COMPANY	Supervisor - Integrated Field Design	NY STATE ELECTRIC & GAS C	05/22/2022	Manager - Regional Operations
+38590	ROCHESTER GAS & ELEC CORP	Analyst - Credit & Collections	AVANGRID SERVICE COMPANY	10/23/2022	Analyst - Claims Management
438590 438815		•	NY STATE ELECTRIC & GAS C	06/19/2022	Supervisor - Field Customer Service
438815 438910	AVANGRID SERVICE COMPANY ROCHESTER GAS & ELEC CORP	Lead Advisor-Program Developmt&Training SupervisorEnhanced QA/QC-GasEngineering	AVANGRID SERVICE COMPANY	07/31/2022	Manager - Compliance & Operational Perf
1439214	AVANGRID SERVICE COMPANY	Manager - Non Wires Alternatives	NY STATE ELECTRIC & GAS C	07/31/2022	Manager - Non Wires Alternatives
439282	NY STATE ELECTRIC & GAS C	Supervisor - Construction & Maintenance	AVANGRID SERVICE COMPANY	08/14/2022	Technical Trainer
)439367	AVANGRID SERVICE COMPANY	Lead Engineer - Network Security	NY STATE ELECTRIC & GAS C	07/17/2022	Lead Network Security Specialist Infrast
)439677	ROCHESTER GAS & ELEC CORP	Energy Specialist	AVANGRID SERVICE COMPANY	07/03/2022	Lead Smart Metering Analyst
0439774	AVANGRID MANAGEMENT COMPA	Analyst - Personnel Administration	NY STATE ELECTRIC & GAS C	09/25/2022	Customer Representative Kirkwood
0439775	ROCHESTER GAS & ELEC CORP	Supervisor - Construction & Maintenance	AVANGRID SERVICE COMPANY	03/27/2022	Manager - Operator Qualification

Section III

Employee Loans

Total Storm Work	Total Hours	Total Cost
Total Avangrid Service Company (ASC) to NYSEG and RG&E	3,010	241,712
Total NYSEG to RG&E	6,470	444,510
Total RG&E to NYSEG	11,582	859,628
Total CMP to NYSEG and RG&E	5,802	443,820
Total Avangrid Management Company (AMC) to NYSEG and RG&E	487	39,296
Total UIL Holding (UIL) to NYSEG	58	2,759
Total UI to NYSEG	4,575	617,526
Total Costs	31,982	2,649,252

tal Avangrid Service Company (ASC) to NYSEG and RG&E	Order	Description	Employee Name	Total Hours	Total Cost
01	0.4004.400.44	ACC Commant EL D 2000 to NIVEEC Command	DUVILIO CTEVEC	3,010	241,71
9301		ASC Support EL-D 2022_to NYSEG-Storm 04	PHYLLIS STEVES	22	
		ASC Support EL-D 2022_to NYSEG-Storm 04	ANDREA KOSEL	16	
		ASC Support EL-D 2022_to NYSEG-Storm 04	STEVEN TULGAN	10	
		ASC Support EL-D 2021_to NYSEG-Storm 19	STEVEN DODGE	7	
	9400149216	Operations EL-D 2021_to NYSEG-Storm 19	TRACY MAUS	3	
	9400149248	ASC Support EL-D 2021_to NYSEG-Storm 19	LA WANDA ERVIN	4	
			TAMARA JONES	30	
	9400149263	ASC Support EL-D 2021_to NYSEG-Storm 19	BRUCE CANFIELD	3	
			JORGE CHAPERO	2	
			JULIA JORDAN	8	
			STEVEN CHURCH	6	
			WILLIAM CAMBALIK	5	
	9400149266	ASC Support EL-D 2021 to NYSEG-Storm 19	ELIZABETH MCMULLEN	6	
		ASC Support EL-D 2021_to NYSEG-Storm 19	AMY CATALANO	10	
		ASC Support EL-D 2021_to NYSEG-Storm 19	STEVEN TULGAN	4	
		ASC Support EL-D 2021 to NYSEG-Storm 20	RICHARD DEJONG	1	
		-		2	
		Operations EL-D 2021_to NYSEG-Storm 20	AMY DUROCHER	6	
		ASC Support EL-D 2021_to NYSEG-Storm 20	TAMARA JONES		
		ASC Support EL-D 2021_to NYSEG-Storm 20	AIDA ROGERS	5	
		ASC Support EL-D 2021_to NYSEG-Storm 20	MAUREEN BIDDLE	28	
	9400165880	ASC Support EL-D 2022_to NYSEG-Storm 08	DAVID WRIGHT	34	
			JASON BOWIE	63	
			STEVEN DODGE	23	
	9400165883	ASC Support EL-D 2022_to NYSEG-Storm 08	MICHAEL CARDARELLI	8	
			PHYLLIS STEVES	10	
	9400165884	ASC Support EL-D 2022_to NYSEG-Storm 08	ANNA SABERS	32	
	9400165896	ASC Support EL-D 2022_to NYSEG-Storm 08	ANDREA KOSEL	4	
	9400165898	ASC Support EL-D 2022_to NYSEG-Storm 08	LAURA WAKEFIELD	14	
	9400165901	ASC Support EL-D 2022_to NYSEG-Storm 08	KELLY PACKARD	38	
		ASC Support EL-D 2022_to NYSEG-Storm 08	MICHAEL RYAN	27	
		Operations EL-D 2022_to NYSEG-Storm 08	AMY DUROCHER	10	
		ASC Support EL-D 2022_to NYSEG-Storm 08	GINA KLETT	9	
		ASC Support EL-D 2022_to NYSEG-Storm 08	AMY ADAMS	28	
	3400103330	7.00 dapport EE D 2022_to 141020 dtoill do	CYNTHIA GRONWALL	38	
			LA WANDA ERVIN	41	
				4	
			MICHELE SHAFER		
			SHAWN DRISCOLL	68	
			TAMARA JONES	57	
	9400165962	ASC Support EL-D 2022_to NYSEG-Storm 08	JENNIFER TURNER	39	
			ZACHARY CARUSO	77	
	9400165965	ASC Support EL-D 2022_to NYSEG-Storm 08	BRUCE CANFIELD	12	
			HUNTER BRESEE	4	
			MARK HOFFMAN	4	
			VINCENT EGAN JR	4	

		WILLIAM CAMBALIK	13
9400165968	ASC Support EL-D 2022_to NYSEG-Storm 08	BEVERLY ALLEN	39
		ELIZABETH MCMULLEN	30
	ASC Support EL-D 2022_to NYSEG-Storm 08	LISA HEMINGS	61
9400165988	ASC Support EL-D 2022_to NYSEG-Storm 08	AMY VINTINNER	8
		ANDREW YOUNG	6
		CANDACE MARTINESCU VENKAT THATHIPARTHI	8
0400166000	Operations EL-D 2022_to NYSEG -Storm 08	BARRY MACPHERSON	6
	ASC Support EL-D 2022_to NYSEG-Storm 08	MAUREEN BIDDLE	33
	ASC Support EL-D 2022_to NYSEG-Storm 10	CHRISTIE SOBOL	2
	ASC Support EL-D 2022 to NYSEG-Storm 11	STEVEN DODGE	8
	ASC Support EL-D 2022_to NYSEG-Storm 11	ANDREA KOSEL	7
		JOHN FORBUSH	6
	ASC Support EL-D 2022_to NYSEG-Storm 11	KELLY PACKARD	20
	Operations EL-D 2022_to NYSEG -Storm 11	ANGELA BAIO	3
9400166916	ASC Support EL-D 2022_to NYSEG-Storm 11	AMY ADAMS	15
0.4004.00004	400 0 mm and EL D 0000 to NIVOEO 01 mm 44	DEBORAH LUCIA	5
9400166931	ASC Support EL-D 2022_to NYSEG-Storm 11	BRUCE CANFIELD JULIA JORDAN	10 10
		VINCENT EGAN JR	2
9400166946	ASC Support EL-D 2022_to NYSEG-Storm 11	STEVEN TULGAN	19
	ASC Support EL-D 2022_to NYSEG-Storm 11	KIMBERLY KENDRICK	14
	ASC Support EL-D 2022 to NYSEG-Storm 12	STEVEN DODGE	5
9400167220	ASC Support EL-D 2022_to NYSEG-Storm 12	KELLY PACKARD	1
9400167269	ASC Support EL-D 2022_to NYSEG-Storm 12	AMY ADAMS	10
	ASC Support EL-D 2022_to NYSEG-Storm 12	ZACHARY CARUSO	9
	ASC Support EL-D 2022_to NYSEG-Storm 13	STEVEN DODGE	2
	ASC Support EL-D 2022_to NYSEG-Storm 13	KELLY PACKARD	4
	Operations EL-D 2022_to NYSEG -Storm 13 ASC Support EL-D 2022_to NYSEG-Storm 13	NIKKI BOBIK AMY ADAMS	3 5
	ASC Support EL-D 2022_to NYSEG-Storm 13	ZACHARY CARUSO	26
	ASC Support EL-D 2022_to NYSEG-Storm 13	JULIA JORDAN	2
	ASC Support EL-D 2022_to NYSEG-Storm 13	STEVEN TULGAN	10
9400167905	ASC Support EL-D 2022_to NYSEG-Storm 14	CHRISTIE SOBOL	22
		DAVID WRIGHT	5
		STEVEN DODGE	20
9400167926	ASC Support EL-D 2022_to NYSEG-Storm 14	KELLY PACKARD	30
0400167075	ASC Support EL-D 2022_to NYSEG-Storm 14	SHELBY COHEN AMY ADAMS	3 26
9400107973	A3C 3upport EL-D 2022_to N13EG-3tollil 14	CYNTHIA GRONWALL	20
		DEBORAH LUCIA	17
9400167987	ASC Support EL-D 2022_to NYSEG-Storm 14	ZACHARY CARUSO	16
9400167990	ASC Support EL-D 2022_to NYSEG-Storm 14	BRUCE CANFIELD	7
9400167993	ASC Support EL-D 2022_to NYSEG-Storm 14	ELIZABETH MCMULLEN	6
		KATIE LISBOA	1
	ASC Support EL-D 2022_to NYSEG-Storm 14	LISA HEMINGS	67
9400168258	ASC Support EL-D 2022_to NYSEG-Storm 15	PAUL MAROTTO	9
0400169274	ASC Support EL-D 2022_to NYSEG-Storm 15	STEVEN DODGE JOHN FORBUSH	16 10
	ASC Support EL-D 2022_to NYSEG-Storm 15	LAURIE SPRAGUE SCHMIDT	74
3400100320	Acc capport LE B 2022_to 111020 ctolli 10	MICHELE SHAFER	4
9400168343	ASC Support EL-D 2022_to NYSEG-Storm 15	BRUCE CANFIELD	9
	ASC Support EL-D 2022_to NYSEG-Storm 15	STEVEN TULGAN	26
9400168611	ASC Support EL-D 2022_to NYSEG-Storm 16	CHRISTIE SOBOL	4
		STEVEN DODGE	1
	ASC Support EL-D 2022_to NYSEG-Storm 16	RICHARD DEJONG	13
	ASC Support EL-D 2022_to NYSEG-Storm 16	JOHN FORBUSH	9
9400168649	Operations EL-D 2022_to NYSEG-Storm 16	ROBERT BERNSTEIN	2

9400168696	ASC Support EL-D 2022_to NYSEG-Storm 16	BRUCE CANFIELD	5
		CHANTAL IRWIN	1
	ASC Support EL-D 2022_to NYSEG-Storm 16	LISA HEMINGS	17
9400168964	ASC Support EL-D 2022_to NYSEG-Storm 17	CHRISTIE SOBOL	8
		STEVEN DODGE	14
	ASC Support EL-D 2022_to NYSEG-Storm 17	ANNA SABERS	34
9400169002	Operations EL-D 2022_to NYSEG-Storm 17	OWEN O'NEILL	2
		ROBERT BERNSTEIN	3
9400169034	ASC Support EL-D 2022_to NYSEG-Storm 17	AMY ADAMS	29
		DEBORAH LUCIA	4
		LA WANDA ERVIN	1
	ASC Support EL-D 2022_to NYSEG-Storm 17	BRUCE CANFIELD	
	ASC Support EL-D 2022_to NYSEG-Storm 17	LISA HEMINGS	17
	ASC Support_to NYSEG - Storm	ERIC EASTERLY	10
	ASC Support_to NYSEG - Storm	JENNIFER BROCK	3
9400175633	ASC Support_to NYSEG - Storm	JEFFREY SILL	6
0400475636	ASC Support to NVSEC Storm	JENNIFER BROCK	6 2
9400175636	ASC Support_to NYSEG - Storm	JENNIFER BROCK	5
		KATHERINE HUETTE KEVIN ZYNDA	13
0400175620	ASC Support_to NYSEG - Storm	ERIC EASTERLY	33
	ASC Support EL-D 2022_to NYSEG-Storm 09	ERIC EASTERLY	9
	ASC Support EL-D 2022_to NYSEG-Storm 18	CHRISTIE SOBOL	12
	ASC Support EL-D 2022_to NYSEG-Storm 18	MICHAEL CARDARELLI	22
0400100010	7.00 dupport EE B 2022_to 1110E0 dtollil 10	PHYLLIS STEVES	35
9400185327	ASC Support EL-D 2022_to NYSEG-Storm 18	KEVIN CONNOLLY	4
	Operations EL-D 2022 to NYSEG-Storm 18	BRYAN KLEE	6
		MARTIN SKELTON	2
9400185334	Operations EL-D 2022_to NYSEG -Storm 18	OGDEN MCGAHAN	3
	ASC Support EL-D 2022_to NYSEG-Storm 18	CYNTHIA GRONWALL	28
	–	LA WANDA ERVIN	34
		LAURIE SPRAGUE SCHMIDT	70
		MICHELE SHAFER	9
9400185341	ASC Support EL-D 2022_to NYSEG-Storm 18	CHRISTOPHER KEIPPER	19
9400185345	ASC Support EL-D 2022_to NYSEG-Storm 18	BRUCE CANFIELD	20
		DANIEL ARCANGELI	25
	ASC Support EL-D 2022_to NYSEG-Storm 18	ROBERT MARTIN	48
	ASC Support EL-D 2022_to NYSEG-Storm 18	STEVEN TULGAN	42
9400185354	ASC Support EL-D 2022_to NYSEG-Storm 18	KUMAR DHINESH	7
		VENKAT THATHIPARTHI	20
	ASC Support EL-D 2021_to NYSEG Storm 19	STEPHANIE PICKNEY BILLS	16
	ASC Support EL-D 2021_to NYSEG Storm 20	STEPHANIE PICKNEY BILLS	7
	ASC Support EL-D 2022_to NYSEG Storm 08	STEPHANIE PICKNEY BILLS	17
	ASC Support EL-D 2022_to NYSEG Storm 08	MICHAEL JACHLES	12
	ASC Support EL-D 2022_to NYSEG Storm 11	STEPHANIE PICKNEY BILLS	8
	ASC Support EL-D 2022_to NYSEG Storm 12	MICHAEL JACHLES	1
	ASC Support EL-D 2022_to NYSEG Storm 14	STEPHANIE PICKNEY BILLS	6
	ASC Support EL-D 2022_to NYSEG Storm 14	MICHAEL JACHLES BRENDA SHAFER	1 1
	ASC Support EL-D 2021_to RGE-Storm 18 ASC Support EL-D 2021_to RGE-Storm 18	DAVID WRIGHT	16
3400140000	700 Support EL-D 2021_to NGE-3t01111 16	STEVEN DODGE	4
9400148800	ASC Support EL-D 2021_to RGE-Storm 18	MICHAEL CARDARELLI	20
3400140009	700 Support EL-D 2021_t0 NGE-Stolli 10	RICHARD DEJONG	20 7
9400148910	ASC Support EL-D 2021_to RGE-Storm 18	ANNA SABERS	7
	ASC Support EL-D 2021_to RGE-Storm 18	AMY ADAMS	15
3400140000	7.00 Support LE D 2021_to NOE Stoffil 10	SHAWN DRISCOLL	38
9400148872	ASC Support EL-D 2021_to RGE-Storm 18	ERIC EASTERLY	32
	ASC Support EL-D 2021_to RGE-Storm 18	BRUCE CANFIELD	10
		JORGE CHAPERO	1
			•

9302

		WILLIAM CAMBALIK	5	
9400148884	ASC Support EL-D 2021_to RGE-Storm 18	ELIZABETH MCMULLEN	13	
		FRANCISCO JAVIER ANDRADE	38	
9400148890	ASC Support EL-D 2021_to RGE-Storm 18	AMY CATALANO	29	
		LISA HEMINGS	50	
9400148903	ASC Support EL-D 2021_to RGE-Storm 18	CANDACE MARTINESCU	9	
		JANE NEMCEK	2	
9400148955	ASC Support EL-D 2021_to RGE-Storm 18	KELSEY KENNEY	24	
	ASC Support EL-D 2021_to RGE-Storm 19	MAUREEN BIDDLE	6	
	ASC Support EL-D 2021_to RGE-Storm 19	RICHARD DEJONG	1	
	Operations EL-D 2021_to RGE-Storm 19	AMY DUROCHER	1	
	ASC Support EL-D 2021 to RGE-Storm 19	TAMARA JONES	2	
	ASC Support EL-D 2022_to RGE-Storm 09	DAVID WRIGHT	6	
	7.00 0apport 22 5 2022_to 1.02 0to 00	STEVEN DODGE	16	
9400166354	ASC Support EL-D 2022_to RGE-Storm 09	JOHN FORBUSH	10	
	ASC Support EL-D 2022_to RGE-Storm 09	FRANCISCO JAVIER ANDRADE	21	
	ASC Support EL-D 2022_to RGE-Storm 09	STEVEN TULGAN	7	
	ASC Support EL-D 2022_to RGE-Storm 10	CHRISTIE SOBOL	4	
5400100051	ASC Support EL-D 2022_to KGE-Stoffi To	DAVID WRIGHT	15	
0.4004.007.07	ACC Cumport EL D 2022 to DCE Street 40	STEVEN DODGE	1 9	
	ASC Support EL-D 2022_to RGE-Storm 10	JOHN FORBUSH		
	Operations EL-D 2022_to RGE-Storm 10	ROBERT BERNSTEIN	2	
9400166766	ASC Support EL-D 2022_to RGE-Storm 10	BRUCE CANFIELD	5	
		CHANTAL IRWIN	1	
	ASC Support EL-D 2022_to RGE-Storm 10	SOPHIA CROSIER	3	
	ASC Support EL-D 2022_to RGE-Storm 11	CHRISTIE SOBOL	12	
9400167047	ASC Support EL-D 2022_to RGE-Storm 11	MICHAEL CARDARELLI	20	
		PHYLLIS STEVES	8	
9400167082	Operations EL-D 2022_to RGE-Storm 11	BRYAN KLEE	6	
		MARTIN SKELTON	2	
9400167090	Operations EL-D 2022_to RGE-Storm 11	OGDEN MCGAHAN	3	
9400167106	ASC Support EL-D 2022_to RGE-Storm 11	LA WANDA ERVIN	17	
9400167119	ASC Support EL-D 2022_to RGE-Storm 11	BRUCE CANFIELD	15	
		DANIEL ARCANGELI	25	
9400167134	ASC Support EL-D 2022_to RGE-Storm 11	ESTHER SERRA	40	
9400167141	ASC Support EL-D 2022_to RGE-Storm 11	CHRISTOPHER COLEMAN	6	
		KUMAR DHINESH	7	
		TEK NEPAL	23	
9400173538	ASC Support EL-D 2022 Storm 08	BRIANNA COATES STRUTZ	4	
		ERIC EASTERLY	24	
		KATHERINE HUETTE	4	
9400175645	ASC Support_to RGE - Storm	JENNIFER BROCK	6	
	ASC Support_to RGE - Storm	JENNIFER BROCK	2	
	ASC Support EL-D 2021_to RGE Storm 19	STEPHANIE PICKNEY BILLS	7	
	ASC Support EL-D 2022_to RGE-Storm 11	DANIELLE LOGSDON	8	
9301			6,470	444,510
	Operations EL-D 2021_to RGE-Storm 18	JOSEPH STEPHAN	1	,
		LISA MARIE DELUGO	2	
9400148851	Operations EL-D 2021_to RGE-Storm 18	BROOKE CARPENTER	7	
	Operations 22 2 2021_to 1102 0.0 10	NANETTE EOFF	8	
9400148853	Operations EL-D 2021_to RGE-Storm 18	BREANNE DEBELLA	3	
3400143033		CATHERINE VANPELT	6	
		CHRISTOPHER BUSH	11	
		CHRISTOPHER JONES	11	
		DAVID SCHWEIGER	27	
		DAVID SCHWEIGER DAVINA CAMPBELL	25	
		DEANNA THOMAS	25 54	
		DOMINIQUE DIXON	9	
		HOLLY ANDREWS	12	
		HOLLI ANDREWS	12	

	JOHN VOUGHT	15
	KAYLA PETRIELLA	12
	KEITH TANNER KRISTEN KITSON	36 48
	MARISSA PIERCE	46 5
	ROBERT HESS	9
	SHALLAH WRIGHT	12
	SHERRI CONEY	24
9400148858 Operations EL-D 2021_to		21
3400140030 Operations EL 5 2021_to	AARON WAWROWSKI	46
	ADAM FOSDICK	45
	ADAM SCHOCH	12
	ALEXANDER BASTONE	24
	ANTHONY DUENO	51
	BRIAN VAUGHN	43
	CARLOS THOMAS	19
	CHRISTOPHER HILTZ	12
	CHRISTOPHER WILLIAMS	37
	DARRELL SNOWDEN	57
	DAVID GARCIA	9
	DENISE PSARUDAKIS	21
	DERENA EVERHART	38
	HANNA MCCABE	43
	JAKE BLIDY	42
	JARED DAVIS	22
	JASON SHERMAN	36
	JEFFERY MCOULEN	44
	JEFFREY MCQUEEN	53
	JEROMY DECKER KYLE KUCHARSKI	21 43
	LARRY TEMPLE	38
	LUIS ESTRADA III	10
	LUKE WERTH	39
	MARK ALBITZ	5
	MARK SLOCUM	25
	ROBERT MILROY	39
	RYAN METZLER	41
	STEPHEN LOGUE	43
	THOMAS WEST	33
	TODD NIEMANN	14
	TRACY HOSIER	6
	TREVOR VAUGHN	45
9400148859 Operations EL-D 2021_to	RGE-Storm 18 LATEISE SPIVEY	8
	PAMELA MUNOZ	8
	PAMELA SWARTS	3
	SUZETTE TUCKER	13
9400148861 Operations EL-D 2021_to		45
	DANIELLE DAVIS	10
	JOHN PEER	41
0400440002 Operations EL D 0004 to	STACEY LOVETT-PITTS	5
9400148863 Operations EL-D 2021_to 9400148867 Operations EL-D 2021_to		15 2
9400148867 Operations EL-D 2021_to		19
3400140003 Operations EL-D 2021_to	ALEX HELMS	28
	ANDREW KERNAN	30
	ANDREW MUNN	39
	BAILEY LABOMBARD	34
	BRENDAN BLANAR	46
	BRIAN SPOTH	22

BB)(AN BAI(EB	
BRYAN BAKER	34
CHARLES DULLEA	9
CHASE ENDERS	29
CHRIS MCGRATH	25
CHRISTIAN MOOSE	23
CHRISTOPHER BOHN	19
CHRISTOPHER SMITH	182
COREY DUVAL	36
DANIEL GIROUX	28
DANIEL ROYS	34
DAVID ANDROSKO	31
DAVID BEACH	
	30
DAVID BRELIA	21
DEBORAH BROWN	1
DENNIS KUHN	17
DEREK BILOW	18
DEREK ZAMBRASKI	44
DIRK MATTIACE	17
DONALD TYSON JR	30
DYLAN CONNOR	17
ERIC MILLER	29
EVAN KSHYNA	66
GABRIEL FARR	40
GARY BENNETT	36
GEORGE BENNETT	19
GREGORY CHUDYK	17
HENRY STAWICKI	33
IAN KELLY	19
JACAB HELMS	
	40
JACOB WINN	-
JAKE HOOPER	20
JAMES BETRUS	23
JAMES MALLON	44
JAMES MEAGLEY	17
JAMIE CHAMBERLAIN	41
JANET SMALLEY	6
JARED MAKER	30
JARROD ST PHILLIPS	19
JASON PRESSLER	4
JEFFREY WAKEMAN	37
JEREMY DESHAZER	12
JEREMY PECK	35
JOHN DONOHUE	21
JOHN ENDERLE	25
JOSEPH MURPHY	19
JOSEPH PEREZ JR	19
JOSHUA HOUGHTALING	17
KATHLEEN YOUNG	2
KATHRYN WRIGHT	7
KENNETH FISK JR	31
KENNETH KELLOGG	30
KENNETH MABRY III	18
KEVIN MCLOUGHLIN	8
KYLE LAFOUNTAIN	27
KYLE THWAITS	32
LEE RUMOVICZ	34
LINDA MAHONEY	3
LUCAS CUMMINGS	33
MADISON TIMCHACK	15

	MARCELLO BARBUTO	14
	MARION PADRON MARK HARRISON	25 29
	MARK WANCHISEN	8
	MATTHEW BECKLEY	45
	MATTHEW MAISON	37
	MATTHEW PATNODE	18
	MATTHEW SWANSTON	32
	MEGAN SCOTT	2
	MELISSA ALEXANDER	32
	MICHAEL CONCANNON	42
	MICHAEL HUGGLER	55
	NICHOLAS COONS	39
	NICHOLAS SHARP	81
	NICOLE LOSS PATRICK DURGAN	15 27
	PATRICK MCMULLEN	27
	PHILIP MCGEE	32
	RANDY TROMBLEY	14
	RICHARD SHADDOCK	25
	ROBERT MCDONOUGH	10
	ROBERT ROBERTS	22
	SANDY YEZZI	2
	SCOTT MORRIS	28
	SEAN MC ELLIGOTT	18
	STACEY TOSH	13
	STEPHEN RICHARDS THOMAS GENKOS	53 33
	THOMAS PRIOLO	51
	TREVOR LEFEVER	37
	TREVOR WENKE	22
	TROY ERNEY	17
	TYLER CHIASSON	32
	WADE HUEBNER	26
	WALTER MATYJAS	8
	WENDY TERENZI	6
0.0004 to DOE 0.0004 to DOE 0.0004 to	ZACHARY COLEMAN	28
9400148873 Operations EL-D 2021_to RGE-Storm 18	ALPAY BALKIR	34 10
9400148875 Operations EL-D 2021 to RGE-Storm 18	GIDEON OPPONG DARKO ERIC FINCH	94
9400146673 Operations EL-D 2021_to NGE-Storin 16	RICHARD WILSON	95
9400148882 Operations EL-D 2021 to RGE-Storm 18	STEPHEN HOPE	15
9400148885 Operations EL-D 2021_to RGE-Storm 18	ERIN ONEILL	4
	PAUL PARADINE	22
9400148891 Operations EL-D 2021_to RGE-Storm 18	DWAYNE ADAMCZAK	3
	JACOB BRAINARD	3
	NATHAN WORDEN	26
0400440007 Occasión o El D 0004 to DOE 01000 40	ROBERT MOSICH JR	18
9400148897 Operations EL-D 2021_to RGE-Storm 18 9400148909 Operations EL-D 2021_to RGE-Storm 18	BARBARA SHIELDS CARLOS VALENZUELA	46 10
9400146909 Operations EL-D 2021_to NGE-Storin 18	CHRISTOPHER KNOSPE	8
9400148913 Operations EL-D 2021_to RGE-Storm 18	KIMBERLY KOWALSKI	20
	MATTHEW MEIER	20
9400148914 Operations EL-D 2021_to RGE-Storm 18	KRYSTAL ALBA	2
9400148915 Operations EL-D 2021_to RGE-Storm 18	KIMBERLY NEEDELS	4
9400149423 Operations EL-D 2021_to RGE-Storm 19	DEANNA THOMAS	78
	KEVIN TOOLAN	4
	MARISSA PIERCE	13
	RACHEL VLIET	14

				_
			SCOTT GALLAGHER	3
			SHALLAH WRIGHT	12
0400440400	Operations	EL D 2024 to BCE Storm 10	SHERRI CONEY ALYSSA MACARIO	37
9400149428	Operations	EL-D 2021_to RGE-Storm 19	BRANDON POCALI	8 10
			CHARLES PAOLERCIO	8
			PAUL DARRETTA	11
			SEAN LENNON	8
			SHAUN GRIFFIN	8
9400149431	Operations	EL-D 2021_to RGE-Storm 19	BRANDON KADOCHE	8
		EL-D 2021_to RGE-Storm 19	DAVID HARRINGTON	1
		EL-D 2021_to RGE-Storm 19	SHENIQUA WRIGHT	7
		EL-D 2021_to RGE-Storm 20	CHRISTINE ROE	7
		EL-D 2021_to RGE-Storm 20	TOBI AKINNIYI	10
		EL-D 2022_to RGE-Storm 08	ASHLEY EMPET	5
9400166339	Operations	EL-D 2022_to RGE-Storm 09	ANTHONY CANALE	9
9400166401	Operations	EL-D 2022_to RGE-Storm 09	CHARLIE WALLISH	12
			GREGORY BRANDT	12
			SHAWN DRISCOLL	13
			TAMARA JONES	15
		EL-D 2022_to RGE-Storm 09	KEVIN HILL	18
		EL-D 2022_to RGE-Storm 09	MARC BARRACO	2
9400166692	Operations	EL-D 2022_to RGE-Storm 10	MARLENE GUERRA	16
0.4004.00720	0	EL D 2022 to DOE Ctores 40	MICHAEL RODEN	17
9400166738	Operations	EL-D 2022_to RGE-Storm 10	OMAR RODRIGUEZ SHALLAH WRIGHT	12 8
0400166743	Operations	EL-D 2022_to RGE-Storm 10	DUSTIN PHILPOTT	13
3400100743	Operations	LE-D 2022_to NGE-Storm 10	NICHOLAS MUELLER	21
9400166744	Operations	EL-D 2022_to RGE-Storm 10	HOLLY DEMONEY	7
		EL-D 2022_to RGE-Storm 10	DAVID HARRINGTON	2
		EL-D 2022 to RGE-Storm 10	SHAWN DRISCOLL	14
	•	_	THOMAS DONNELLY JR	6
9400166767	Operations	EL-D 2022_to RGE-Storm 10	STEPHEN HOPE	3
9400166770	Operations	EL-D 2022_to RGE-Storm 10	PAUL PARADINE	3
9400166794	Operations	EL-D 2022_to RGE-Storm 10	DAVID GRIDLEY	5
			MARC BARRACO	8
			THOMAS GARRITY	12
			TIMOTHY WINDERL	4
		EL-D 2022_to RGE-Storm 10	DEBBIE CHARLES-JOSEPH	6
		EL-D 2022_to RGE-Storm 11	LORI COLE	3
		EL-D 2022_to RGE-Storm 11	PATRICIA BIKOS	7
9400167091	Operations	EL-D 2022_to RGE-Storm 11	CHRISTIAN CAVERLY IAN PIASCIK	5 2
			JENNA DILELLO	14
			KELLY SCHAUB	25
9400167094	Operations	EL-D 2022_to RGE-Storm 11	LISETTE MILLAGE	22
		EL-D 2022_to RGE-Storm 11	BRIAN DERKS	11
0.00.0.00	operation.c		DANTE REID	20
			DILLON SEARS	11
			EDGARDO VELAZQUEZ	17
			NALONG HOMHOUANE	7
			NICHOLAS CARNICELLI	11
			STEPHEN HOALCRAFT	14
		EL-D 2022_to RGE-Storm 11	PAMELA SWARTS	16
9400167099	Operations	EL-D 2022_to RGE-Storm 11	ALEXANDER HOUGHTON	12
			CASEY GILLIGAN	12
	0	EL D. 0000 (c. D.C.E. C.)	JASPER COLLINS	93
9400167101	Operations	EL-D 2022_to RGE-Storm 11	DAVID HARRINGTON	24
			JEFFREY HATTON	1

		MARK FISHER	1	
		NADIYA RUDAK	1	
940016710	7 Operations EL-D 2022_to RGE-Storm 11	COLIN HOLLER	70	
		GREGORY KLUBEK	49	
		JARED DAVIS	68	
		JEREMEY BURNS	38	
		JOHN WAUGH	35	
		JULIE HOSKINS	17	
		KADE MARSHALL	14	
		KEITH MCKOWN	12	
		MADISON TIMCHACK	49	
		MICHAEL HUGGLER	82	
		NAZAR FEDORCHUK	19	
		PATRICK CLIFFORD	15	
		PAUL FISHER	17	
		ROBERT KENNELTY	16	
		RYAN BAKER	43	
		SCOTT STAUCH	69	
		SHAUNA MURPHY	37	
		SHAWN WAKEFIELD	15	
		WALTER MATYJAS	16	
940016711	Operations EL-D 2022_to RGE-Storm 11	BRUCE ADAMS	34	
		GIDEON OPPONG DARKO	10	
		JOHN BARKER	16	
		MEAGAN ADAMCZAK	49	
		NATHANIEL MATTHEWS	23	
	3 Operations EL-D 2022_to RGE-Storm 11	ERIN ONEILL	18	
940016714	7 Operations EL-D 2022_to RGE-Storm 11	DAVID GRIDLEY	21	
		NORMA O CONNOR	17	
940016/15	3 Operations EL-D 2022_to RGE-Storm 11	BRITTANY FERENCIK		
	operations LL B 2022_to NGL eterm 11	Bitti iiiti i Eiteront	11	.=
9302			11,582	859,628
9302 9301 9400148109	Operations EL-D 2022_to NYSEG-Storm 04	JENNIFER HEMMERICH	11,582 6	859,628
9302 9301 9400148109		JENNIFER HEMMERICH COREY CAMP	11,582 6 1	859,628
9302 9301 9400148109 9400148129	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04	JENNIFER HEMMERICH COREY CAMP DANA HORN	11,582 6 1 4	859,628
9302 9301 9400148109 9400148129	Operations EL-D 2022_to NYSEG-Storm 04	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO	11,582 6 1 4 15	859,628
9302 9301 9400148109 9400148129	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG	11,582 6 1 4 15 2	859,628_
9302 9301 9400148109 9400149179	Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD	11,582 6 1 4 15 2 7	859,628
9302 9301 9400148109 9400149179 9400149191	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK	11,582 6 1 4 15 2 7 3	859,628
9302 9301 940014810 940014917 940014919 940014919	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS	11,582 6 1 4 15 2 7 3	859,628
9302 9301 940014810 940014917 940014919 940014919	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI	11,582 6 1 4 15 2 7 3 12 3	859,628
9302 9301 940014810 940014917 940014919 940014919	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO	11,582 6 1 4 15 2 7 3	859,628
9302 9301 940014810 940014917 940014919 940014919	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK	11,582 6 1 4 15 2 7 3 12 3 7	859,628
9302 9301 940014810 940014917 940014919 940014919	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER	11,582 6 1 4 15 2 7 3 12 3 7 10	859,628
9302 9301 940014810 940014917 940014919 940014919	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK	11,582 6 1 4 15 2 7 3 12 3 7	859,628
9302 9301 940014810 940014917 940014919 940014919	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER KATIELEE LEARY	11,582 6 1 4 15 2 7 3 12 3 7 10 17	859,628
9302 9301 940014810 940014917 940014919 940014919	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER KATIELEE LEARY KEVIN MARZOVILLA	11,582 6 1 4 15 2 7 3 12 3 7 10 17 14	859,628
9302 9301 940014810 940014917 940014919 940014919	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER KATIELEE LEARY KEVIN MARZOVILLA LINDA PICKERING	11,582 6 1 4 15 2 7 3 12 3 7 10 17 14 1	859,628
9302 9301 940014810 940014917 940014919 940014919	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER KATIELEE LEARY KEVIN MARZOVILLA LINDA PICKERING LISA MARZOVILLA	11,582 6 1 4 15 2 7 3 12 3 7 10 17 14 1 4	859,628
9302 9301 940014810 940014917 940014919 940014919	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER KATIELEE LEARY KEVIN MARZOVILLA LINDA PICKERING LISA MARZOVILLA NANCY SATTER	11,582 6 1 4 15 2 7 3 12 3 7 10 17 14 1 4 1 14 1 12 1	859,628
9302 9301 940014810 940014917 940014919 940014919	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER KATIELEE LEARY KEVIN MARZOVILLA LINDA PICKERING LISA MARZOVILLA NANCY SATTER SARAH HANLEY SHARON SECHRIST TIMOTHY ADAMS	11,582 6 1 4 15 2 7 3 12 3 7 10 17 14 1 4 1 1 4 1 12 1	859,628
9301 940014810: 940014917: 940014917: 940014922: 940014923:	Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER KATIELEE LEARY KEVIN MARZOVILLA LINDA PICKERING LISA MARZOVILLA NANCY SATTER SARAH HANLEY SHARON SECHRIST TIMOTHY ADAMS TINA LEIKER	11,582 6 1 4 15 2 7 3 12 3 7 10 17 14 1 1 4 1 1 2 1 2 3	859,628
9301 940014810: 940014917: 940014919: 940014929: 940014923:	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER KATIELEE LEARY KEVIN MARZOVILLA LINDA PICKERING LISA MARZOVILLA NANCY SATTER SARAH HANLEY SHARON SECHRIST TIMOTHY ADAMS TINA LEIKER JAMES KALIVODA	11,582 6 1 4 15 2 7 3 12 3 7 10 17 14 1 1 4 1 2 1 2 3 4	859,628
9301 940014810: 940014917: 940014919: 940014923: 940014923:	Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER KATIELEE LEARY KEVIN MARZOVILLA LINDA PICKERING LISA MARZOVILLA NANCY SATTER SARAH HANLEY SHARON SECHRIST TIMOTHY ADAMS TINA LEIKER JAMES KALIVODA DAVID KOZLOWSKI	11,582 6 1 4 15 2 7 3 12 3 7 10 17 14 1 1 4 1 2 1 2 3 4 16	859,628
9301 940014810: 940014917: 940014919: 940014923: 940014923:	O Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER KATIELEE LEARY KEVIN MARZOVILLA LINDA PICKERING LISA MARZOVILLA NANCY SATTER SARAH HANLEY SHARON SECHRIST TIMOTHY ADAMS TINA LEIKER JAMES KALIVODA DAVID KOZLOWSKI JENNIFER WHITE	11,582 6 1 4 15 2 7 3 12 3 7 10 17 14 1 4 1 2 1 2 3 4 16 4	859,628
9301 940014810 940014812 940014917 940014922 940014923 940014923 940014923 940014923	Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER KATIELEE LEARY KEVIN MARZOVILLA LINDA PICKERING LISA MARZOVILLA NANCY SATTER SARAH HANLEY SHARON SECHRIST TIMOTHY ADAMS TINA LEIKER JAMES KALIVODA DAVID KOZLOWSKI JENNIFER WHITE RUTH THOMPSON	11,582 6 1 4 15 2 7 3 12 3 7 10 17 14 1 4 1 2 3 4 16 4 24	859,628
9301 940014810: 940014917: 940014917: 940014923: 940014923: 940014923: 940014923: 940014923:	Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER KATIELEE LEARY KEVIN MARZOVILLA LINDA PICKERING LISA MARZOVILLA NANCY SATTER SARAH HANLEY SHARON SECHRIST TIMOTHY ADAMS TINA LEIKER JAMES KALIVODA DAVID KOZLOWSKI JENNIFER WHITE RUTH THOMPSON MATTHEW MAUSER	11,582 6 1 4 15 2 7 3 12 3 7 10 17 14 1 1 4 1 2 3 4 16 4 24	859,628
9301 940014810: 940014917: 940014917: 940014923: 940014923: 940014923: 940014923: 940014923:	Operations EL-D 2022_to NYSEG-Storm 04 Operations EL-D 2022_to NYSEG Storm 04 Operations EL-D 2021_to NYSEG-Storm 19	JENNIFER HEMMERICH COREY CAMP DANA HORN DENNIS FIORELLO JONATHAN HAUG SUZANNE FLOOD ROSEANN CLARK JENNIFER BURGESS ANDREA PATTI ERICA MARCIANO ERIK BASZUK JIMMY CURRIER KATIELEE LEARY KEVIN MARZOVILLA LINDA PICKERING LISA MARZOVILLA NANCY SATTER SARAH HANLEY SHARON SECHRIST TIMOTHY ADAMS TINA LEIKER JAMES KALIVODA DAVID KOZLOWSKI JENNIFER WHITE RUTH THOMPSON	11,582 6 1 4 15 2 7 3 12 3 7 10 17 14 1 4 1 2 3 4 16 4 24	859,628

9400149249	Operations	EL-D 2021_to NYSEG-Storm	19	CASAUNDRA HANNUM JENNIFER HEMMERICH JESSICA KLEMMER STEPHANIE HUGHES WILLIAM PICKENS	11 12 23 20 24
	•	EL-D 2021_to NYSEG-Storm EL-D 2021_to NYSEG-Storm		ADAM AESCH ANDREW EICHHORN JOHN MEAGHER	28 49 8
9400149267	Operations	EL-D 2021_to NYSEG Storm	19	COREY CAMP	7
		EL-D 2021_to NYSEG-Storm		VERONICA DASHER	13
9400149801	Operations	EL-D 2021_to NYSEG-Storm	20	Adrienne Ma KATIELEE LEARY	8 17
		EL-D 2021_to NYSEG-Storm		DAVID KOZLOWSKI	12
	•	EL-D 2021_to NYSEG-Storm		RUTH THOMPSON	7
9400149812	Operations	EL-D 2021_to NYSEG-Storm	20	ARIELLA WEISS	8
0400440027	Operations	EL-D 2021_to NYSEG Storm 2	20	BRITTANY FERENCIK COREY CAMP	5 9
		EL-D 2021_to NYSEG-Storm		KATIE DESIMONE	8
		EL-D 2022_to NYSEG-Storm		KEVIN WACHTER	2
		EL-D 2022_to NYSEG-Storm		DENNIS FIORELLO	9
				JONATHAN HAUG	21
				SUZANNE FLOOD	21
9400165899	Operations	EL-D 2022_to NYSEG-Storm	80	BRIAN MALONEY	4
				CHRISTINA SARDOU	8
		EL-D 2022_to NYSEG-Storm		JENNIFER BURGESS	28
		EL-D 2022_to NYSEG-Storm		SANDRA EASTERLY	31 7
9400165931	Operations	EL-D 2022_to NYSEG-Storm	08	ERIN SCHIAVO KATHLEEN SAMENTELLO	7 29
				RHONDA WRIGHT	14
				ROBIN KINGSTON	8
				YOLANDA ALSTON	10
9400165933	Operations	EL-D 2022_to NYSEG-Storm	08	ANDREA PATTI	28
				CHRISTIAN GEER	29
				CURTIS HAMLETT	92
				ELIZABETH VIDAS	20
				ELLIOTT CAMPBELL	18
				ERIK BASZUK KATHLEEN WATLACK	16 24
				KATIELEE LEARY	8
				KEARIE BAUMGARTNER	23
				KEVIN MARZOVILLA	33
				KIM RACKMYER	11
				LAURA DOLCIMASCOLO	27
				LINDA PICKERING	33
				LISA MARZOVILLA	29
				NANCY SATTER	28
				SARAH HANLEY SCOTT TREXLER	8 25
				SHARON SECHRIST	15
				TIMOTHY ADAMS	22
				TINA LEIKER	22
				ZACHARY CASTERLIN	37
		EL-D 2022_to NYSEG-Storm		ANDREW HOSIER	64
9400165938	Operations	EL-D 2022_to NYSEG-Storm	80	ARTHUR RAGIN	64
				BRAGON PASSAMONTE	75
				CHAVAY PASSAMONTE	75
				DOUGLAS PALLESCHI	66
				EDWARD WALSH FRANK INCLEMA	70 67
				I INCINI INCLLIVIA	O1

		GERZON GARCIA	71
		HAMPTON RHABB	65
		KEITH SCHIAVO	69
		MARCO GUCCIARDO	67
		MARK CARPENTER	71
		MICHAEL DAVIS	66
		RYAN WEAVER	70
		ZACKARY BENNETT	69
9400165939	Operations EL-D 2022_to NYSEG-Storm 08	AMY PROCOPE-ARCHER	9
		IRMA SMITH	14
		JENNIFER WHITE	17
		KIMBERLY DIFRANCESCO	8
		MARIA AGUAYO	8
		PATRICIA COTTON	3
		ROSHAWN COLE	8
	Operations EL-D 2022_to NYSEG-Storm 08	JOHN MCELLIGOTT	67
9400165944	Operations EL-D 2022_to NYSEG-Storm 08	ARIELLA WEISS	45
		DENISE KOHLBACH	10
		ELIZABETH GUNN	54
0.4004.0=0.75	Operations El D 2000 to NVOEO Otto	HEATHER LIVERMORE	34
9400165949	Operations EL-D 2022_to NYSEG-Storm 08	JOANNE SINOPOLI	37
0.4004.05054	O	KATIE DESIMONE	26
9400165951	Operations EL-D 2022_to NYSEG-Storm 08	ADAM HETTIS	68
		AMANDA MILLER ARICA ENDERS	51 49
		BENJAMIN LANG	8
		CASAUNDRA HANNUM	23
		CASEY LEAHY ROGERS	23 85
		CHAD CARLINI	68
		CODY SLACK	67
		DAN WEST	97
		DARREN HITCHCOCK	66
		DARRYL ROSS	96
		DAVID JOHNSON	96
		DERIC HUTCHISON	68
		HEATHER WHITE	41
		HEINZ JUNGERMANN	95
		IAN PHILLIPS	68
		IAN SHEPPARD	91
		JACOB VALONE	98
		JAMES PERRILL	70
		JEFFREY CARTWRIGHT	96
		JEFFREY COLACINO	96
		JENNIFER HEMMERICH	40
		JILL GULDENSCHUH	116
		JONATHAN LEAVY	95
		JOSHUA KOBIELSKI	68
		KAROL SIOK	68
		KORY ROSENBERG	92
		KURT FRASER	95
		KYLE CRISAFULLI	96
		KYLE DUCK	11
		KYLE GIBBONS	95
		LAWRENCE HOSSENLOPP	59
		MALACHY FARRELL	80
		MATHEW GARTZ	96
		MATHEW MYERS	91
		MATTHEW BENNETT	68
		MATTHEW GAISER	96

	MATTHEW MATTOON	97
	MATTHEW WIDO	68
	MICHAEL MEYERS	96
	NOAH SHIFFER	47
	PATRICK WHALEN	73
	RICHARD KEITZ	24
	ROBERT KNOTOWICZ	97
	RONALD WINTER JR	96
	RYAN DONEY	44
	RYAN DUFFY	65
	RYAN HURLEY	91
	SETH NIMETZ	65
	STEPHANIE HUGHES	47
	STEVEN BROWN	90
	STEVEN CUNNINGHAM	91
	STEVEN LINK	97
	THEODORE VOLL III	97
	TIMOTHY RAMOS	7
	TRACY EVERETTE	42
	WAYNE COLEMAN	11
	WIGBERTO RIVERA	96
	WILLIAM NICHOLS	26
	WILLIAM PICKENS	81
9400165955 Operations EL-D 2022_to NYSEG-Storm 08	BRADFORD MONTGOMERY	49
	CARLOS JAIR SABBAGH CARDENAS	20
	CHRISTOPHER KEIPPER	38
	JASON CRONIN	31
	JON RUSSELL	47
	KARL MILLER	68
	KEVIN BECKEN	49
	MAXWELL JEANE JR	4
	MELISSA HERNANDEZ BERNIER	21
	MIJANUR RAHMAN	49
	RAINIER RODRIGUEZ-GARNICA	69 18
	RICARDO CORTES SALAZAR YOUNG LE	
0400465050 Operations EL D 2022 to NVCEC Storm 09	KEVIN WACHTER	22
9400165959 Operations EL-D 2022_to NYSEG-Storm 08	MELISSA REESE	26 40
	MICHAEL KEENAN	14
9400165969 Operations EL-D 2022_to NYSEG Storm 08	COREY CAMP	34
3400 103303 Operations EL-D 2022_to 1013EG 3toffi 00	KEVIN FAGAN	59
	MATTHEW STEINER	42
9400165997 Operations EL-D 2022_to NYSEG-Storm 08	COLLEEN DI MARTINO	14
9400166060 Operations EL-D 2022_to NYSEG Storm 08	HALEY MCCRORY	16
9400166299 Operations EL-D 2022 to NYSEG-Storm 09	CAROLYN MANCINI	15
9400166557 Operations EL-D 2022_to NYSEG-Storm 10	ELIZABETH GUNN	6
9400166568 Operations EL-D 2022_to NYSEG-Storm 10	MAXWELL JEANE JR	4
9400166847 Operations EL-D 2022_to NYSEG-Storm 11	DENNIS FIORELLO	4
	SUZANNE FLOOD	9
9400166897 Operations EL-D 2022_to NYSEG-Storm 11	AMY PROCOPE-ARCHER	7
	KATHLEEN SAMENTELLO	4
	YOLANDA ALSTON	4
9400166899 Operations EL-D 2022_to NYSEG-Storm 11	CHRISTIAN GEER	4
	CURTIS HAMLETT	8
	ELIZABETH VIDAS	19
	ERICA MARCIANO	10
	ERIK BASZUK	5
	KATIELEE LEARY	5
	KEARIE BAUMGARTNER	4

			KIM RACKMYER	11
			LAURA DOLCIMASCOLO	4
			LINDA PICKERING	4
			SCOTT TREXLER	12
			SHARON SECHRIST	7
			TIMOTHY ADAMS	4
			TINA LEIKER	4
		EL D. 2000 L. N. 100 C	ZACHARY CASTERLIN	23
9400166903	Operations	EL-D 2022_to NYSEG-Storm 11	ANDREW HOSIER	20
			COLE BURGESS DESIREE COTTLE	2
			JAMES KALIVODA	10 20
9400166905	Operations	EL-D 2022_to NYSEG-Storm 11	PATRICIA COTTON	4
		EL-D 2022_to NYSEG-Storm 11	BRITTANY FERENCIK	4
0400100010	opo.a.io.io		CIARA SLOCUM	2
9400166917	Operations	EL-D 2022_to NYSEG-Storm 11	BRIAN CHRISTY	52
			CASAUNDRA HANNUM	9
			DAN WEST	49
			HEINZ JUNGERMANN	47
			JILL GULDENSCHUH	63
			JOHN GRIM	51
			JONATHAN LEAVY	52
			JOSEPH MITCHELL	47
			KYLE DUCK	20
			LUKE LEBLANC	55
			MALACHY FARRELL	51
			MATHEW GARTZ MATTHEW WIDO	54 49
			NATHAN STOCKER	49 56
			PATRICK EICHAS	55
			RYAN DONEY	51
			RYAN HENCHEN	51
			SCOTT MATTOON	48
			SETH NIMETZ	52
			STEPHANIE HUGHES	4
			STEVEN BROWN	51
9400166921	Operations	EL-D 2022_to NYSEG-Storm 11	ADAM AESCH	29
			DANIEL ROULEAU	2
			MAXWELL JEANE JR	28
		EL-D 2022_to NYSEG-Storm 11	VERONICA DASHER	5
		EL-D 2022_to NYSEG-Storm 12	VICTORIA BILLUPS	3
		EL-D 2022_to NYSEG-Storm 12	ZACHARY CASTERLIN	4
		EL-D 2022_to NYSEG-Storm 12 EL-D 2022_to NYSEG-Storm 12	HEATHER LIVERMORE STEPHANIE HUGHES	2 11
		EL-D 2022_to NYSEG-Storm 12	MAXWELL JEANE JR	10
		EL-D 2022_to NYSEG Storm 12	COREY CAMP	1
		EL-D 2022_to NYSEG-Storm 13	ROBIN KINGSTON	4
		EL-D 2022_to NYSEG-Storm 13	CHRISTIAN GEER	4
			ERICA MARCIANO	167
			JIMMY CURRIER	4
9400167609	Operations	EL-D 2022_to NYSEG-Storm 13	DESIREE COTTLE	5
			JAMES KALIVODA	2
		EL-D 2022_to NYSEG-Storm 13	MATTHEW MAUSER	19
9400167616	Operations	EL-D 2022_to NYSEG-Storm 13	BRITTANY FERENCIK	6
0.400.40=0==	0	EL D. 0000 (c. N.) (050 0)	CIARA SLOCUM	5
		EL-D 2022_to NYSEG-Storm 13	TYLER SCOINS	8
9400167627	operations	EL-D 2022_to NYSEG-Storm 13	ADAM AESCH BRADFORD MONTGOMERY	20 9
9400167624	Operations	EL-D 2022_to NYSEG-Storm 13	BARRY KACHMARYK	9
3400107031	Operations	LL D 2022_10 N 1 3EG-3101111 13	DUILL INVOLUNIAL II	0

			TVI ED I FIQUITENDEDOED	0.4
0400167641	Operations	EL-D 2022_to NYSEG Storm 13	TYLER LEICHTENBERGER COREY CAMP	24 2
3400107041	Operations	EL-D 2022_to N13EG 3tollil 13	ROBERT TAYLOR	4
9400167666	Operations	EL-D 2022_to NYSEG-Storm 13	STEPHANIE RANKIN	4
		EL-D 2022_to NYSEG-Storm 14	DENNIS FIORELLO	17
			SUZANNE FLOOD	16
9400167950	Operations	EL-D 2022_to NYSEG-Storm 14	BRENDAN LOUGHEED	46
			SANDRA EASTERLY	17
9400167958	Operations	EL-D 2022_to NYSEG-Storm 14	Adrienne Ma	9
			CURTIS HAMLETT	8
0.4004.07000	0	EL D 0000 (+ N)/0EO 01 14	ELLIOTT CAMPBELL	8
		EL-D 2022_to NYSEG-Storm 14 EL-D 2022_to NYSEG-Storm 14	TIMOTHY HECKMAN DAVID KOZLOWSKI	14 66
3400107303	Operations	LL-D 2022_to N13LG-3tollil 14	ROBERT BENNETT	31
9400167969	Operations	EL-D 2022_to NYSEG-Storm 14	ARIELLA WEISS	2
			TOBI AKINNIYI	10
9400167974	Operations	EL-D 2022_to NYSEG-Storm 14	JOANNE SINOPOLI	17
			KATIE DESIMONE	8
			TANYA TILLOTSON	3
9400167976	Operations	EL-D 2022_to NYSEG-Storm 14	CHRISTINE GAIGE	65
			COLTON GIBBONS DAVID BEHNKE	65 65
			GABRIEL LEWIS	65
			JOHN LUND	47
			JOSEPH NAPPO	47
			JOSHUA RATHKE	64
			MICHAEL POTLA JR	65
			STEPHEN LUTZ	65
0.4004.07000	0	EL D. 0000 (c. NIVOEO Ottom 44	TRACY EVERETTE	47
		EL-D 2022_to NYSEG-Storm 14 EL-D 2022_to NYSEG-Storm 14	JASON CRONIN YVETTE LABOMBARD	10 48
		EL-D 2022_to NYSEG Storm 14	COREY CAMP	40
		EL-D 2022_to NYSEG-Storm 14	JOSEPH DAMMERT	3
			MARK LAURE	1
			SALVATORE URSO	6
		EL-D 2022_to NYSEG Storm 14	RYAN LALONDE	20
9400168259	Operations	EL-D 2022_to NYSEG-Storm 15	DENNIS FIORELLO	4
0400469277	Operations	EL D 2022 to NVCEC Storm 15	SUZANNE FLOOD VICTORIA BILLUPS	2
		EL-D 2022_to NYSEG-Storm 15 EL-D 2022 to NYSEG-Storm 15	AMY PROCOPE-ARCHER	o 7
3400100303	Operations	EL D 2022_to NTOLO Ctoffi 13	KATHLEEN SAMENTELLO	5
			ROBIN KINGSTON	6
9400168311	Operations	EL-D 2022_to NYSEG-Storm 15	Adrienne Ma	4
			ELIZABETH VIDAS	8
			TIMOTHY ADAMS	6
		EL-D 2022_to NYSEG-Storm 15	JAMES KALIVODA	11
		EL-D 2022_to NYSEG-Storm 15 EL-D 2022_to NYSEG-Storm 15	DAVID KOZLOWSKI CASAUNDRA HANNUM	42 6
9400168329	Operations	EL-D 2022_t0 N 13EG-3t01111 15	JENNIFER HEMMERICH	18
9400168333	Operations	EL-D 2022_to NYSEG-Storm 15	MAXWELL JEANE JR	17
		EL-D 2022_to NYSEG-Storm 15	SHANNON BARRY	27
9400168347	Operations	EL-D 2022_to NYSEG Storm 15	ROBERT TAYLOR	9
9400168372	Operations	EL-D 2022_to NYSEG-Storm 15	DAWN COTE	11
9400168612	Operations	EL-D 2022_to NYSEG-Storm 16	DENNIS FIORELLO	4
		EL B. 2000 () N/250 ()	SUZANNE FLOOD	4
		EL-D 2022_to NYSEG-Storm 16	VICTORIA BILLUPS	5
9400108062	Operations	EL-D 2022_to NYSEG-Storm 16	AMY PROCOPE-ARCHER KATHLEEN SAMENTELLO	6
9400168664	Operations	EL-D 2022_to NYSEG-Storm 16	Adrienne Ma	7
3.33.00004	2p0.00010		. Indiano ma	,

			ELIZABETH VIDAS	6
			ELLIOTT CAMPBELL	4
0.4004.00000	Operations	EL D 2022 to NVSEC Storm 16	TIMOTHY ADAMS	6
		EL-D 2022_to NYSEG-Storm 16 EL-D 2022_to NYSEG-Storm 16	JAMES KALIVODA MOHAMED EL BEGEARMI	6
		EL-D 2022_to NYSEG-Storm 16	JENNIFER HEMMERICH	9
		EL-D 2022 to NYSEG-Storm 16	KENNETH MACDONALD	19
		EL-D 2022_to NYSEG-Storm 16	DAWN COTE	12
		EL-D 2022_to NYSEG-Storm 17	DENNIS FIORELLO	15
			SUZANNE FLOOD	8
9400168983	Operations	EL-D 2022_to NYSEG-Storm 17	BRIAN MALONEY	5
			CASSIE MALONEY	5
			ROSEANN CLARK	9
9400169017	Operations	EL-D 2022_to NYSEG-Storm 17	Adrienne Ma	2
			CURTIS HAMLETT	8
			ERICA MARCIANO ERIK BASZUK	5 3
			KATIELEE LEARY	12
			KIM RACKMYER	3
			ZACHARY CASTERLIN	8
9400169021	Operations	EL-D 2022_to NYSEG-Storm 17	ANDREW HOSIER	9
		EL-D 2022_to NYSEG-Storm 17	MATTHEW MAUSER	22
9400169028	Operations	EL-D 2022_to NYSEG-Storm 17	ARIELLA WEISS	4
			ELIZABETH GUNN	10
9400169035	Operations	EL-D 2022_to NYSEG-Storm 17	MITCHELL KIME	9
			STEPHANIE HUGHES	47
		EL-D 2022_to NYSEG-Storm 17	MATTHEW BERRETTA	33
9400169053	Operations	EL-D 2022_to NYSEG Storm 17	CASEY LEAHY ROGERS	76
			DANA HORN	10 42
0400460070	Operations	EL-D 2022_to NYSEG-Storm 17	JAKSHYLYK URMATBEK VERONICA DASHER	10
		EL-D 2022_to NYSEG-Storm 17	COLLEEN DI MARTINO	14
		EL-D 2022_to NYSEG-Storm 18	DENNIS FIORELLO	12
		EL-D 2022_to NYSEG-Storm 18	BRIAN MCNIERNEY	26
		EL-D 2022_to NYSEG-Storm 18	RHONDA WRIGHT	30
9400185430	Operations	EL-D 2022_to NYSEG-Storm 18	ANDREA PATTI	25
			CHRISTOPHER ROEDER	7
			DANIEL BLAIR	8
			ELIZABETH VIDAS	15
			ELLIOTT CAMPBELL	4
			ERICA MARCIANO	15
			ERIK BASZUK KATIE CHMIEL	25 14
			KEVIN MARZOVILLA	32
			KIM RACKMYER	9
			LAURA DOLCIMASCOLO	31
			MARK MOYNIHAN	3
			SHARON SECHRIST	4
			TINA LEIKER	41
		EL-D 2022_to NYSEG-Storm 18	MARIA AGUAYO	31
9400185437	Operations	EL-D 2022_to NYSEG-Storm 18	CIARA SLOCUM	5
		EL D. 2000 () 11/0EO O:	MOHAMED EL BEGEARMI	9
9400185441	Operations	EL-D 2022_to NYSEG-Storm 18	CASAUNDRA HANNUM	19
			HEATHER WHITE	8 22
			JENNIFER HEMMERICH MARISSA AFFATATO	19
			WILLIAM NICHOLS	19
9400185450	Operations	EL-D 2022_to NYSEG Storm 18	COREY CAMP	39
	•	EL-D 2022 to NYSEG-Storm 18	TIMOTHY ELLIS	11
	2 - 2 - 4 - 10			•••

9400185471	Operations EL-D 2022_to NYSEG-Storm 18	BARRY KACHMARYK	31	
		JEFFREY LACHAUSSE	49	
		RALPH HULME	67	
		RICHARD BLACK	22	
		YVETTE LABOMBARD	79	
9400185475	RGE Support_to NYSEG - Storm	MITCHELL TODD	40	
9310	NOE dupport_to NY ded dtoill	WIITORIELE TODD	5,802	443,820
	Operations EL-D 2021_to NYSEG-Storm 20	BRIAN PAINE	121	443,020
3301	oporations EL D 2021_to 1110EO Gtoffin 20	DONALD RIDLEY	139	
		STEPHEN DUPLISSIS	118	
0400465024	Operations EL-D 2022_to NYSEG-Storm 08	JENNIFER BUKER	16	
	•		114	
9400103932	Operations EL-D 2022_to NYSEG-Storm 08	AARON BLACK		
		ADAM DOUIN	116	
		ALEXANDER GARLAND	111	
		ANDREW MCKEE	114	
		BRODY PORTER	123	
		BRYAN RIPLEY	114	
		CARL NORMAN JR	106	
		CARL URQUHART	116	
		CHAD LEPAGE	114	
		CLIFFORD LAGASSE	114	
		CRAIG BATE	86	
		CRAIG JACKSON	114	
		DANA HAYES JR	114	
		DARREN MILLIKEN	119	
		DAVID HARMON	114	
		DEREK COUGHLIN	111	
		DILLON DUNN	111	
		ERIC FLETCHER	86	
		ETHAN HARRIMAN	111	
		GREGORY THOMPSON	72	
		JACOB MILLER	118	
		JAMES CARDER	111	
		JASON ENDSLEY	78	
		JASON ST PIERRE	114	
		JEFFREY DYER	116	
		JERRY ROBINSON	111	
		JOSHUA BROWN	106	
		JOSHUA HENDERSON	112	
		JOSHUA SCOVILLE	118	
		JUSTIN MURRAY	114	
		KYLE BONIN	106	
		MARK ST PIERRE	113	
		MATTHEW LAJOIE	116	
		PATRICK BLAISDELL	106	
		PETER RICHLOFF	114	
		ROBERT JACQUES	107	
		ROBERT LIBBY	78	
		RONALD FRANCOEUR	114	
		SCOTT MOEN	114	
		SCOTT MOEN SCOTT RAYMOND	86	
		SCOTT WHITE		
			115	
		THOMAS CASAVANT	116	
		TODD CARTER	121	
		TODD HATCH	119	
		TRAVIS EMMONS	116	
		TYLER DYER	110	
		WADE BRETON	117	

WADE WITHAM

123

			WILLIAM THIBODEAU	111	
	0400166890 (Operations EL-D 2022_to NYSEG-Storm 11	SUZANNE MURRAY	4	
		Operations EL-D 2022_to NYSEG-Storm 13	CHRISTIAN WILLIAMS	16	
		Operations EL-D 2022_to NYSEG-Storm 15	SUZANNE MURRAY	2	
		Operations EL-D 2022_to NYSEG-Storm 16	SUZANNE MURRAY	1	
		Operations EL-D 2022_to NYSEG-Storm 18	KEVIN WHITE	2	
9302		Operations EL-D 2022_to NT3EG-Storm 18	KYLE MORAN	1	
9302		Operations EL-D 2021_to RGE-Storm 16	SUZANNE MURRAY	2	
		-		1	
		Operations EL-D 2022_to RGE-Storm 10	SUZANNE MURRAY	•	
9317	9400167102 0	Operations EL-D 2022_to RGE-Storm 11	KEVIN WHITE	1 487	20.206
9301	9800022184 A	MC Support EL-D 2021_to NYSEG Storm 17	GINA SPERANZA	6	39,296
	555552215171	cappon 22 2 2021_to 111020 cto 11	LISA SPENCE	4	
	9800022436 A	MC Support EL-D 2021_to NYSEG Storm 19	GINA SPERANZA	8	
	0000022-100 7.5	cappon 22 2 2021_to 111020 cto 10	LISA SPENCE	13	
	0800034064 A	MC Support EL-D 2022_to NYSEG Storm 08	LISA SPENCE	4	
		MC Support EL-D 2022_to NYSEG Storm 08	AMY CATALANO	68	
		MC Support EL-D 2022_to NYSEG Storm 08		40	
		• • • • • • • • • • • • • • • • • • • •	LISA SPENCE	7	
		MC Support EL-D 2022_to NYSEG Storm 13	LISA SPENCE	7 67	
		MC Support EL-D 2022_to NYSEG Storm 14	AMY CATALANO		
		MC Support EL-D 2022_to NYSEG Storm 15	LISA SPENCE	43	
		MC Support EL-D 2022_to NYSEG Storm 16	AMY CATALANO	12	
		MC Support EL-D 2022_to NYSEG Storm 17	AMY CATALANO	48	
		MC Support EL-D 2022_to NYSEG Storm 18	NANCY SATTER	48	
		MC Support EL-D 2022_to NYSEG Storm 18	AMY CATALANO	103	
9302		MC Support EL-D 2022_to RGE Storm 08	LISA SPENCE	5	
	9800024135 A	MC Support EL-D 2022_to RGE Storm 09	LISA SPENCE	11	
9330				58	2,759
9301 9331	9400165935 U	JIL Support EL-D 2022_to NYSEG-Storm 08	ERIC CARNRIGHT	58	647 506
9301	0400440054	II Support EL-D 2021_to NYSEG-Storm 19	ANDRE VEGA	4,575	617,526
9301	9400149251 0	or Support EL-D 2021_to N13EG-3tofff 19	ANDREA NIXON	41 4	
				'-	
			ANTHONY ZERVOS	41 41	
			CHRISTOPHER CYR		
			CODIE JONES DANIEL RANFONE	43 41	
			EDMUND MERCURIANO	41	
				44	
				41	
			Elaine Corris	4	
			Elaine Corris ELIAS DELAROSA JR.	4 34	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE	4 34 41	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE	4 34 41 42	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS	4 34 41 42 44	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ	4 34 41 42 44 44	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ	4 34 41 42 44 44	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL	4 34 41 42 44 44 41 43	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL JAMES RESPETO	4 34 41 42 44 44 41 43 42	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL JAMES RESPETO JARRED VELARDI	4 34 41 42 44 41 43 42 43	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL JAMES RESPETO JARRED VELARDI JASON VASQUEZ	4 34 41 42 44 41 43 42 43 41	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL JAMES RESPETO JARRED VELARDI JASON VASQUEZ JEFFREY CYR	4 34 41 42 44 44 41 43 42 43 41	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL JAMES RESPETO JARRED VELARDI JASON VASQUEZ JEFFREY CYR JOHN MINARDI	4 34 41 42 44 44 41 43 42 43 41 41	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL JAMES RESPETO JARRED VELARDI JASON VASQUEZ JEFFREY CYR	4 34 41 42 44 44 41 43 42 43 41 41 41	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL JAMES RESPETO JARRED VELARDI JASON VASQUEZ JEFFREY CYR JOHN MINARDI	4 34 41 42 44 44 41 43 42 43 41 41 41 42 41	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL JAMES RESPETO JARRED VELARDI JASON VASQUEZ JEFFREY CYR JOHN MINARDI JOHN-PAUL MACPHERSON	4 34 41 42 44 44 41 43 42 43 41 41 41 42 41	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL JAMES RESPETO JARRED VELARDI JASON VASQUEZ JEFFREY CYR JOHN MINARDI JOHN-PAUL MACPHERSON JOSEPH FREDERICK	4 34 41 42 44 44 41 43 42 43 41 41 41 42 41	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL JAMES RESPETO JARRED VELARDI JASON VASQUEZ JEFFREY CYR JOHN MINARDI JOHN-PAUL MACPHERSON JOSEPH FREDERICK JUSTIN BOCZER	4 34 41 42 44 44 41 43 42 43 41 41 41 42 41	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL JAMES RESPETO JARRED VELARDI JASON VASQUEZ JEFFREY CYR JOHN MINARDI JOHN-PAUL MACPHERSON JOSEPH FREDERICK JUSTIN BOCZER KEVIN VOLLERO	4 34 41 42 44 44 41 43 42 43 41 41 42 41 43 41	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL JAMES RESPETO JARRED VELARDI JASON VASQUEZ JEFFREY CYR JOHN MINARDI JOHN-PAUL MACPHERSON JOSEPH FREDERICK JUSTIN BOCZER KEVIN VOLLERO KYLE SELLERS	4 34 41 42 44 44 41 43 42 43 41 41 42 41 43 41 43 41	
			Elaine Corris ELIAS DELAROSA JR. GEORGE GREGOIRE GERALD ROCHE GREGORY BARRIOS GREGORY SAEZ GUSTAVO MENDEZ HAROLD EWELL JAMES RESPETO JARRED VELARDI JASON VASQUEZ JEFFREY CYR JOHN MINARDI JOHN-PAUL MACPHERSON JOSEPH FREDERICK JUSTIN BOCZER KEVIN VOLLERO KYLE SELLERS LAWRENCE PIZZAGALLI	4 34 41 42 44 44 41 43 42 43 41 41 42 41 43 41 41 41	

Grand Total

	MICHAEL RUSSO MIGUEL SOSA JR.	41 42	
	ROBERT GERMAN	40	
	SCOTT ROBINSON	41	
	THOMAS BOTTE	41	
	TOMMY GONZALEZ	41	
	ZACHARY TRAPP	41	
9400165953 UI Support EL-D 2022_to NYSEG-Storm 08	ANTHONY ZERVOS	89	
	CHRISTOPHER CYR	87	
	CHRISTOPHER JENSEN	110	
	CODIE JONES	88	
	DANIEL RANFONE	87	
	EDMUND MERCURIANO	88	
	ELIAS DELAROSA JR. GEORGE GREGOIRE	90 87	
	GREGORY BARRIOS	87 88	
	GREGORY SAEZ	88	
	HAROLD BECKER	oo 88	
	JASON WILSON	88	
	JEFFREY CYR	88	
	JOSEPH FREDERICK	88	
	JUSTIN BOCZER	91	
	KEVIN VOLLERO	87	
	KYLE SELLERS	88	
	LAWRENCE PIZZAGALLI	88	
	LORRIE DELUCIA	5	
	MARCIN RYDZEWSKI	88	
	MATTHEW MARTINELLI	88	
	MATTHEW PIVOVAR	84	
	MICHAEL CODERE	87	
	Michael Theriault	93	
	MIGUEL SOSA JR.	88	
	MOSES RAMS	87	
	NELSON LOPEZ	88	
	ROBERT GERMAN	87	
	ROBERT KAESMANN	82	
	SCOTT ROBINSON THOMAS BOTTE	86 88	
	TOMMY GONZALEZ	88	
	WAYNE DEARBORN	93	
	WILLIAM COLEMAN	88	
	WOLFGANG KEENEY	89	
	ZACHARY TRAPP	89	
9400173370 UI Support EL-D 2022 to NYSEG Storm 08	JONATHAN REILLY	90	
9400173539 UI Support EL-D 2022_to NYSEG Storm 08	Sarath Garikapati	7	
9400174261 UI Support EL-D 2022_to NYSEG-Storm 08	IAN PIASCIK	2	
3400174201 Ol Ouppoit LL D 2022_to 1110LO Otolili 00			

Section IV

Cost Allocations

2022 NY Code of Conduct Schedule IV Summary of Allocation Percentages to Allocate Charges to NYSEG

Allocation Factor	Jan 2022 - Dec 2022
Number of Users	28.46%
Number of Invoices	33.05%
Number of People in Corporate Buildings	5.07%
Number of People per Business	34.20%
Number of Vehicles	41.06%
% Debt Warranties & Bank Statements	16.00%
% Consumption by Business	29.89%
% RDI	59.11%
Value Policies	34.42%
Mass Formula IFRS	33.41%
CAPEX and Environment Expense	6.04%
Quality	34.00%
Number of IT Workstations	30.29%
Value Open POs	34.43%
SERVICE IN BUILDINGS AVG HQ COMMON SPACE	0.00%

2022 NY Code of Conduct Schedule IV

Summary of Allocation Percentages to Allocate Charges to RG&E

Allocation Factor	Jan 2022 - Dec 2022
Number of Users	11.31%
Number of Invoices	14.18%
Number of People in Corporate Buildings	7.60%
Number of People per Business	13.35%
Number of Vehicles	14.31%
% Debt Warranties & Bank Statements	13.46%
% Consumption by Business	14.29%
% RDI	13.40%
Value Policies	18.37%
Mass Formula IFRS	17.30%
CAPEX and Environment Expense	19.94%
Quality	33.00%
Number of IT Workstations	13.16%
Value Open POs	16.96%
SERVICE IN BUILDINGS AVG HQ COMMON SPACE	0.00%

2022 NY Code of Conduct

Schedule IV

Summary of Allocation Percentages to Allocate Charges to Operating Companies

Service Consumption Drivers are detailed in Appendix C of the Service Agreement in Annex 5.4 Relation of Services and Drivers are detailed in Appendix C of the Service Agreement in Annex 5.5

SAP User Factor (INT002) (NYSEG, RG&E, CMP, MNG, UI, CNG, SCG)

COMPANY	SAP USERS	SAP User Factor	
Jan 2022 - Dec 2022			
RG&E	492	11.31%	
NYSEG	1,238	28.46%	
All other Com	2,620	60.23%	

Invoice Processed Factor (INT003)

(NYSEG, RG&E, CMP, AVN, RGS Group, CMP Group, Union Water, MEPCO, Chester, and MNG)

COMPANY	Invoices Processed	Invoice Processed Factor
Jan 2022 - Dec 2022		
RG&E	24,442	14.18%
NYSEG	56,958	33.05%
All Companies	90,939	52.77%

Corporate Building Occupant Factor (INT005) (NYSEG, RG&E & CMP)

COMPANY	Corporate Building Occupants	Corporate Building Occupant Factor
Jan 2022 - Dec 2022		
RG&E	33	7.60%
NYSEG	22	5.07%
All Companies	379	87.33%

Employees Factor (INT006) (NYSEG, RG&E, CMP, MNG, UI, CNG, SCG)

		(NYSEG, RG&E, CMP, MNG, UI, CNG, SCG)	
	COMPANY	Employees	Employees Factor
Jan 2022	- Dec 2022		
	RG&E	788	13.35%
	NYSEG	2,019	34.20%
	All Companies	3,097	52.46%
		Vehicle Factor (INT007) (NYSEG, RG&E, CMP, MNG, UI, CNG, SCG)	
	COMPANY	Vehicles	Vehicle Factor
Jan 2022	- Dec 2022		
	RG&E	404	14.31%
	NYSEG	1,159	41.06%
	All Companies	1,260	44.63%
		Financial Factor (INT008) RE, CMP, MEPCO, Chester, MNG, NECEC, UI, CNG Financial components-weighted average	
Jan 2022	(NYSEG, RG& COMPANY - Dec 2022		G, and SCG) Financial Factor
Jan 2022	COMPANY	&E, CMP, MEPCO, Chester, MNG, NECEC, UI, CNG	
Jan 2022	COMPANY - Dec 2022	kE, CMP, MEPCO, Chester, MNG, NECEC, UI, CNG Financial components-weighted average	Financial Factor
Jan 2022	COMPANY - Dec 2022 RG&E	kE, CMP, MEPCO, Chester, MNG, NECEC, UI, CNG Financial components-weighted average 13.46%	Financial Factor
Jan 2022	COMPANY - Dec 2022 RG&E NYSEG	Financial components-weighted average 13.46% 16.00%	Financial Factor 13.46% 16.00%
Jan 2022	COMPANY - Dec 2022 RG&E NYSEG	Financial components-weighted average 13.46% 16.00% 70.54% IT Consumption Factor (INT009)	Financial Factor 13.46% 16.00%
	COMPANY - Dec 2022 RG&E NYSEG All Companies	Financial components-weighted average 13.46% 16.00% 70.54% IT Consumption Factor (INT009) (NYSEG, RG&E, CMP, MNG, UI, CNG, SCG)	Financial Factor 13.46% 16.00% 70.54%
	COMPANY - Dec 2022 RG&E NYSEG All Companies	Financial components-weighted average 13.46% 16.00% 70.54% IT Consumption Factor (INT009) (NYSEG, RG&E, CMP, MNG, UI, CNG, SCG)	Financial Factor 13.46% 16.00% 70.54%

55.82%

All Companies

55.82%

Research, Development and Innovation (RDI) Factor (INT010) (NYSEG, RG&E, CMP, UI, CNG, and SCG)

COMPANY	Tax Deduction and Investment Percentage	RDI Factor
Jan 2022 - Dec 2022		
RG&E	13.40%	13.40%
NYSEG	59.11%	59.11%
All Companies	27.49%	27.49%

Policy Value Factor (INT013)

(NYSEG, RG&E, CMP, AVN, CMP Group, Union Water, MEPCO, Chester, MNG, UI, CNG, and SCG)

COMPANY	Policy Value	Policy Value Factor
Jan 2022 - Dec 2022		
RG&E	2,282,515.54	18.37%
NYSEG	4,276,747.48	34.42%
All Companies	5,865,812.51	47.21%

Massachusetts Formula (INT014) (NYSEG, RG&E, CMP, MEPCO, Chester, MNG, UI, CNG, and SCG)

					Gross Property	Gross Margin %	Direct Labor % Mass	Formula
	COMPANY	Gross Property	Gross Margin	Direct Labor	% to Total	to Total	to Total	Value
Jan 2022 -	- Dec 2022							
	RG&E	4,195,341,917	522,128,037	98,034,856	19.96%	17.61%	14.33%	17.30%
	NYSEG	6,646,230,356	911,892,567	258,965,473	31.62%	30.76%	37.86%	33.41%
	All Companies	10,176,948,226	1,530,925,506	327,004,600	48.42%	51.63%	47.81%	49.29%

CAPEX and Environment Factor (INT016) (NYSEG, RG&E, CMP, UI, CNG, and SCG)

COMPANY	CAPEX & Environmental Exp Percentage	CAPEX and Environment Factor
Jan 2022 - Dec 2022		
RG&E	19.94%	19.94%
NYSEG	6.04%	6.04%
All Companies	74.02%	74.02%

Quality Factor (INT017) (NYSEG, RG&E & CMP)

COMPANY	Quality Processes by Company Percentage	Quality Factor
Jan 2022 - Dec 2022		
RG&E	33.00%	33.00%
NYSEG	34.00%	34.00%
All Companies	33.00%	33.00%

Mobile Phone Factor (INT018)

The mobile phone costs are directly billed to the user cost centers and not allocated through this driver

invoiced directly to final user

no cost allocated invoiced directly to opco

IT Workstation Factor (INT019) (NYSEG, RG&E, CMP, MNG, UI, CNG, and SCG)

COMPANY	IT Workstations weighted costs	IT Workstation Factor
Jan 2022 - Dec 2022		
RG&E	13.16%	13.16%
NYSEG	30.29%	30.29%
All Companies	56.55%	56.55%

Value Open POs (INT023)

(NYSEG, RG&E, CMP, AVN, CMP Group, Union Water, MEPCO, Chester, MNG, UI, CNG, and SCG)

COMPANY	Value of open Purchase Orders	Purchase Order Factor
Jan 2022 - Dec 2022		
RG&E	370,716,510.06	16.96%
NYSEG	752,512,437.72	34.43%
All Companies	1,062,675,168.79	48.61%

SERVICE IN BUILDINGS AVG HQ COMMON SPACE (INT025) UI, CNG, and SCG

COMPANY	SERVICE IN BUILD	INGS COMMON SPACE HQ
Jan 2022 - Dec 2022		
RG&E	-	0.00%
NYSEG	-	0.00%
All Companies	100.00	100.00%

2022 NY Code of Conduct Section IV

New York State Electric & Gas Corporation Calculation of Payroll Overhead Rate

		2022
Pension & OPEB		\$ 12,885,426
Payroll Taxes		\$ 18,721,577
Insurance Expenses		\$ 24,913,084
Other		\$ 34,193,798
Total Benefit Expenses	A	\$ 90,713,886
Total Labor	В	\$ 242,180,605
Payroll Overhead Rate	A/B	37.46%

2022 NY Code of Conduct Section IV

Rochester Gas and Electric Corporation Calculation of Payroll Overhead Rate

		2022
Pension & OPEB		\$ 2,307,381
Payroll Taxes		\$ 7,049,917
Insurance Expenses		\$ 7,591,844
Other		\$ 14,937,770
Total Benefit Expenses	A	\$ 31,886,913
Total Labor	В	\$ 90,536,095
Payroll Overhead Rate	A/B	35.22%



APPENDIX A: CATALOGUE OF CORPORATE AND TECHNICAL SERVICES APPENDIX A1 – CORPORATE SERVICES

<u>Services in Buildings and Leases</u>: includes the activities related to the management of real estate assets necessary to the main activity of the Business and office buildings to guarantee their optimum function and conservation from the planning and space management, development and construction and ongoing operation

Main activities:

- o Asset Management:
 - Asset and Land management functions, with activities such as: registration of properties, legal procedures, appraisals and valuations, capital gains, compulsory purchases, consultancy, support in the divestment of real estate assets, etc.
- o Management of Buildings:
 - Management of leases, management of common area maintenance, etc.
 - Development of new office buildings through advising in the areas of urban planning, architecture, construction, and image. Construction, refurbishment and improvement works (operations) in corporate buildings.
 - Space management: design implementation and management of processes and activities to ensure efficient management of spaces and work environments.
 - Maintenance and operations of buildings:
 - Cleaning Services and other non-technical maintenance.
 - Corrective and preventive maintenance.
 - Supply of electricity, gas, water and furniture in work centers
 - Maintenance and gardening
 - Management and control of waste produced in work locations
 - Residence management
 - Management of residences and other non-corporative buildings and assets.

<u>Cost driver</u>: number of employees at each Client Company that occupy space in corporate and leased buildings.

<u>Mobile Telephony:</u> this service caters to the mobile communications requirements, for both voice and data, of Client Company users who request this service.

Management of the Mobile Telephony Service comprises of the following functions:

- o User demand management
- o Incident attention and technical support.
- o Control, supervision of inventory and report on consumption of services
- o Research and standardization of new technologies.

Cost driver: amount of annual telephony consumption per Client Company.



<u>Office Services:</u> design, implementation and support in the management of support service processes in work centers.

Main activities:

- Office Automation Points: management of automation points for printing, scanning and fax services for collective use in work centers, including:
 - Rental
 - Maintenance
 - Office material and IT consumables
- o Office Staff Recruitment: support services at work centers:
 - Auxiliaries
 - Telephone operatives
 - Travel management
- o Mail, dispatch and courier services:
 - Mail and pre-paid franking services within Spain
 - Internal mail or dispatch
 - Urgent dispatch of documents to locations not served by internal mail
- o Document management:
 - Management of internal files
 - Management of external file storage
- o Office Materials: supply of office materials to employees at their workstation.
- o Publications and Subscriptions: management of subscriptions and purchase of publications.
- o Translations: management of translations.
- o Audio visual and Reprography Services:
 - Support and management services for audio visual resources in offices and meeting rooms
 - Printing and reprography service
- o Work Clothes:
 - Centralized management of work clothes

<u>Cost driver</u>: number of employees at each Client Company.

<u>Fleet Management</u>: this service includes management of rental contracts, fuel, and application of policy regarding replacement, renewal and adaptation of the fleet

Cost driver: number of vehicles at each Client Company



<u>Telephone Lines</u>: this service caters to landline communications requirements, for both voice and data, of Client Company users who request this service

Cost driver: number of employees at each Client Company

<u>General Services Management</u>: These are all of those activities included in Real Estate and Property Management, Employee Services, Document Management, Economic and Budget Coordination, and Information Systems Management and Coordination. These activities result in the definition of global policies and procedures.

Also included are the activities derived from the integration projects of new companies in the Avangrid Group and their subsequent coordination, control and monitoring: initial analysis, comparative analysis of the global corporate model, search for operational and economic synergies, support in the implementation of the corporate model and integration of services with the rest of the companies of the Avangrid Group.

<u>Cost driver</u>: number of employees per Client Company

<u>Surveillance and Maintenance of Buildings</u>: design, implementation and support in the management of processes required to guarantee the security of the Client Companies' assets, carrying out ongoing analyses of possible risk scenarios, and recommending implementation of the necessary prevention and protection measures.

Main activities:

- o Corporate Identification: identification of employees and visitors for access to, and time spent at the facilities of the Companies.
- o Maintenance of Security and Fire Equipment: maintenance and upkeep of fire equipment and other security equipment, including:
 - Definition and implementation of safety measures regarding physical and electronic media
 - Adaptation of fire detection and suppression systems in accordance with current legislation
 - Management of control service for the alarm switchboard and remote centers
- o Lighting and Emergency Plans: guarantee compliance with current legislation through maintenance and updating of lighting systems and emergency plans
- o Processing of Documentation: maintenance of necessary equipment and procedures to guarantee confidentiality of information.
- o Surveillance: surveillance and control of accesses at the facilities of the Companies.
- Certification in Quality Management: processes for obtaining and maintaining the quality certification of security systems of the Companies.



<u>Cost driver</u>: number of employees at each Client Company that occupy space in corporate and leased buildings.

<u>International and Corporate Security</u>: main activities, understanding that the concept/word SECURITY takes into account the following:

Physical/Asset Security

VIP Protection

Electronic Security

Data Protection

Intelligence

Fire Protection

Emergencies

Quality Management

- o Analysis of the impact and conditions of the application of the *Corporate Security Policy*'s adaptation to the real environment (legislation, social environment, political and economic situations).
- o Country risk analysis in relation to SECURITY.
- o Coordination and supervision of the definition and implementation of SECURITY measures
- o Coordination and supervision of the maintenance of SECURITY equipment.
- o Coordination and supervision of the SECURITY planning:
 - Prior to implementation
 - During the implementation process
 - In operation
- o Development and implementation of contingency plans for people and assets in the abovementioned phases.
- o Technical advice to Client Companies on SECURITY matters.
- o Implementation of special services and executive security for both short and long term travel in destination countries
- o Definition, support and supervision in the establishment of the SECURITY structure necessary to ensure the management and control of security risks in destination countries
- Coordination and supervision of human resources, internal and external, dedicated to SECURITY.
- o Coordination and supervision in the standardization of SECURITY technology and operations.
- o Coordination and supervision of economic and budgetary management in accordance with the Group's guidelines.
- o Provision of information services and security recommendations during business travel for employees of the Client Company.

Cost driver: number of employees per Client Company



Other Security Services: includes other security services as:

- o Cyber Security: Define cyber security and data privacy strategy, policies and standards, technical and architecture security requirements and guidelines for Cyber Security.
- NERC Compliance: Ensure compliance with the NERC Reliability Standards. Create and maintaining a documentation framework that supports compliance, and includes clear processes, policies, and procedures
- o Threat & Incident Management: Lead corporate incident response team. Identifies critical incidents through data gathering of internal and external threats

Cost driver: number of employees per Client Company

<u>Human Resources Management</u>: comprises activities related to management and definition of policies and procedures with reference to the services provided by Human Resources.

<u>Cost driver</u>: number of employees per Client Company

Training and Recruitment: Main activities

- o Design and implementation of development actions linked to the skills model and to the group of employees with potential.
- o Assessment of employees with potential and key people
- o Management of the training plan and on-site and on-line training
- o Welcome and integration plans
- o External and internal recruitment and selection.
- o Recruitment of students under work placements.

Cost driver: number of employees at each Client Company

Labor Relationships, Remuneration and Welfare Benefits: Main activities:

- o Definition, coordination and monitoring of the implementation and application of policies and models regarding remuneration and benefits.
 - Design and management of remuneration programs.
 - Coordination, support and monitoring of remuneration policies and systems.
- o Definition of criteria, comparison groups for benchmarking and market surveys (compensation, benefits and other elements).
- o Development of indicators for offers of total compensation.
- o Definition of the internal controls on both the valuation and accounting of assets (benefits inventory, data base, assumptions, dual contrast valuations, actuarial reports, assets



certification, checks by individuals, independent checks), for the preparation of Pension Disclosure from Financial Statements to ensure the disclosure of the appropriate information is disclosed in the consolidated Financial Statements and of each company.

- Optimize the cost of risks and obtain the best conditions when contracting life insurances, AD&D, disability, healthcare insurances, mutual insurance and social insurance programs, and the like, through the use of the necessary tools, resources and structures, and monitoring of the benefits policy.
- o Detect and define risks mitigations alternatives (defined benefit plans closure to new entrants; freezing, if applicable of past services in defined benefit plans; outsourcing of risk through insurance companies; ...).
- o Labor relations and organization:
 - Preparation and negotiation of collective bargaining agreements
 - Labor law advisory services
 - Coordinating, providing support and monitoring of committees deriving from the collective bargaining agreement and complementary regulations.
 - Drafting of job descriptions and basic functions
 - Coordinating, providing support and monitoring the organization.
 - Definition of recruitment criteria
- o Employee welfare and other social benefits.
 - Management of pension plans and social assistance.
 - Definition, development and management of the different individual and collective restructuring plans
- Welfare benefits.
 - Design and administration of welfare benefits: Christmas presents, assistance for disabled children of staff members, study grants, special advances, employee energy price, seniority bonuses, and, in general, any benefit capable of being implemented or agreed.

Cost driver: number of people in each Business or organization

Occupational Risk Prevention and Company Healthcare: Main activities:

- o Training in occupational risk prevention
- o Audits and inspections of facilities and work
- Assistance to occupational risk prevention work groups
- o Shop floor advice on occupational risk prevention
- o Processing, investigation and information on accidents
- o Definition of policies and general criteria for company medical services
- o Organization and planning of preventive healthcare actions
- o Health monitoring through medical check-ups for employees
- o Healthcare function for non-occupational accidents and diseases
- o Incapacity management



<u>Cost driver</u>: number of employees at each Client Company.

<u>Internal (Corporate) Communications:</u> comprises all the activities related to internal communications for AVANGRID employees and its client companies. This gathers:

- o Development of the Group's strategy
- o Content management Employee Portal
- o Realization of global campaigns (Christmas, labor climate survey, global projects)
- o Preparation of global contents (Newsletter, financial results, etc.)

<u>Cost Driver</u>: number of employees per Client Company, considering all the employees of the Group.

<u>R&D&I</u>: provision of the tools, resources and structures necessary to ensure a suitable setting for innovation development. In line with this, the services offered are as follows:

- o **Strategic R&D&I plan**: coordination and support for Client Companies in the definition and monitoring of their innovation plans.
- o **R&D&I Committees**: coordination of R&D&I committees at the Client Companies.
- o **Tax deductions**: support in managing the procedure for the application of tax deductions through meetings with all Client Companies. Administrative procedures.
- o **R&D&I grants and subsidies for projects and human resources**. Support with grant applications for different programmes and performance of administrative formalities. Representation of Client Companies before institutions related to Innovation, and funding bodies.
- o **IBERDROLA Innovation Network**: coordination of this initiative.
- R&D&I Management System: establishment of the strategy for IBERDROLA Innovation management. Definition of the R&D&I Management System in accordance with the UNE 166002 standard.
- o **Knowledge management**: development and coordination of Teams of Experts together with the Client Companies.
- o **Technological Platforms**: coordination of the presence of the Client Companies on European and Spanish technological platforms.
- o **Industrial and Intellectual Property Management System**: its function is to promote, manage and coordinate the management of industrial and intellectual property, and to perform administrative formalities to protect the results of projects.
- Office, it allows users of the Client Companies to receive alerts on technological areas that could interest them, as well as specific reports requested on certain technologies or processes. Definition of the Technological Monitoring System in accordance with the UNE 166006 standard.
- o **Innovation communication**: to make the Client Companies' efforts in innovation visible



both inside and outside the company: news, innovation awards, surveys, etc.

- o **Innovation Training**: collaboration with Corporate Training in the establishment of training actions to develop innovation skills (creativity, R&D&I management, etc.)
- o **Universities**: Coordination of the relation between Client Companies and universities for the development of initiatives, projects or reports demanded by Client Companies.

<u>Cost driver</u>: basic budget for tax deductions for R&D&I activities (2/3) and investments in R&D&I at each Client Company (1/3).

Quality: the services offered are as follows:

- o Quality Committee: organization of the Committee of Quality Coordinators.
- o Advice on and implementation of ISO 9001.
- o Performance of audits under ISO 9001
- o Preparation of reports for presentation to excellence awards of the Client Companies.
- o Management of the Excellence Award for suppliers (international level).

<u>Cost Driver</u>: number of quality systems implemented or in the process of being implemented at each Client Company business unit/company.

Environment: promotion and development of environmental initiatives in Client Companies. In this regards, the main services offered in this area are as follows:

- o Environmental planning: support to the Client Companies in defining and monitoring their environmental plans. Definition of the international environmental guidelines.
- o Environmental Committee: organization of the Committee of environmental coordinators
- o Tax deductions: support in managing the process for the application of tax deductions for environmental reasons. Administrative formalities.
- Environmental grants and subsidies for projects. Support in managing and preparing reports for grant applications for the different programs and performance of administrative formalities.
- o Environmental Management System, according to ISO 14000: environmental management strategy according to the ISO 14000 standard. Support in managing internal and external audits. Monitoring of nonconformities. Creation of the Global report.
- o Environmental scorecard: support in managing indicators and investments and expenses at a global level.
- o Emissions inventory: calculation of the global emissions and performance of the inventory audit according to ISO 14064.
- o Environmental initiatives: launch and implementation of environmental projects.
- o Biodiversity initiatives: launch and implementation of biodiversity projects.

Cost Driver: environmental investment and expenses (60%) and Certification 14000 under SGAI



(40%).

Brand Management: this refers to all activities related to licenses for use of the brand by the Client Companies:

- Registration management for brands and web domain names: creation and registration management and protection of registered marks; monitoring and renewal of brand registrations, in order to guarantee adequate legal protection in each case; resolution of queries in this area.
- o Assignment of full use of the web domains belonging to Avangrid. In these cases, the subsidiary will assume full management of the content of the respective website and, as a result, expressly assume full responsibility for its content, stating this in the legal notice on the website.
- o The hosting service, which should allow one-click access to the Client Company's website from the Avangrid website, meaning that, in light of the high number of visitors to the Avangrid website, the Client Company benefits from a greater visibility.
- o Brand materials:
 - Creation and distribution of criteria applicable to the brand and corresponding logos, providing advice, resolving queries and attending to individual requests in light of the need for specific formats.
 - Design of necessary elements for the correct application of the brand: provision of templates or sketches where the brand has a fundamental role in cases where it is not possible to resolve doubts at source in order to guarantee the correct application of the brand, as well as possible co-existence with other brands. For example: signage of offices and industrial facilities, inaugurations, institutional relations, public events, trade fairs, etc.).
 - Advice and design of promotional and sponsorship materials, providing the version of the brand which best fits the space available and colours used in order to ensure the best match among the colour range used and ensure the best visibility of the brand in each piece, as well as coherence with the brand values.
- Advice on labelling and signage: both inside and outside of buildings, centres, sub-stations, vehicles and in general of any element, using illuminated signs, vinyl signs, boards, stickers, etc.
- Office image and signage: coordination of signage needs in order to comply with what is established in the brand manual, solving potential problems, providing pertinent advice and taking charge of updating and translating the manuals regulating office signage, monitoring that the signage complies with what is established in the manuals.
- O Corporate identity elements: monitoring of all elements where the brand plays a fundamental role (posters, books, brochures, videos and DVDs) or at events (public events, trade fairs and congresses, etc.). The use of these elements will require the Client Company to respect the manuals regulating the corporate identity in corporate publications, stationery, advertising, internal videos, events, signage and promotional elements, etc., for the correct application of the brand.



- o Promotional materials: support, resolution of queries and supervision of the correct application of the brand in these elements, as well as its coherence with the brand positioning and values, Recommendation of the most suitable logo according to the element in question and resolution of any queries that may arise.
- O Brand Center Management and Service: The "Brand Center" is an online tool which covers all needs in connection with the management of the various Brands currently held by the Avangrid Group in all countries in which the company is present and which, through the management and direction of the Brand Management Department, serves the various representatives of the local Brands in each country: archives, manuals, final arts, projects and global application control.
- O Digital look and feel, user experience design and information architecture for corporate websites: support, resolution of queries and supervision of the correct application of the corporate web design of Avangrid to the Client Companies' corporate websites, as well as its coherence with the corporate digital positioning of the brand. The Client Company is required to respect the manuals, criteria and guidelines regulating the corporate digital identity.

<u>Cost Driver</u>: Average of the dimension at each Client Company according to the Assets, personnel expenses & Gross Margin (Massachusetts Formula)..

External Communication: includes the following activities:

- o External and stakeholder communications
- Media relations
- o Reputational risks and tracking of company reputation
- o Community engagement activities

<u>Cost Driver</u>: Amount of annual expenses in advertising, sponsorships, hospitalities and public relations

<u>Business General Administration and Regulation Services</u>: comprises the activities of management and definition of policies in each of the businesses of Iberdrola group, as well as proposal and development of plans and initiatives for defense of, and advice on, compliance matters under examination from market Regulatory Bodies. Functions:

- o Coordinate the businesses of Iberdrola group in each of the countries where it operates
- o Ensure that all administrative acts of the Regulatory Bodies are carried out in line with the law
- o Suitable defense of the interests of the Client Companies in the market
- o Support in the development of regulatory proposals, providing support with international evidences.
- o Advice to the Client Companies on compliance matters providing global knowledge in the



defense of positions.

o Support in complying with regulations in the pursuit of overseas business opportunities and in international tenders.

<u>Cost driver</u>: Average of the dimension at each Client Company according to the Assets, personnel expenses & Gross Margin (Massachusetts Formula).

Control Services:

- o Support in the preparation of the appropriate economic and financial information for the monitoring of the Client Companies.
- o Coordination of the drafting and integration of operational plans and of the annual budget of the Client Companies, as well as the analysis and follow up of the accomplishment level.
- o Coordination of the development, implementation and updating of the internal control model in the client companies to reasonable assure the reliability of the financial information.
- o Analysis and monitoring of the degree of compliance with the operational plans and the approved annual budget.
- o Analysis of the added value and profitability of investment proposals by the Client Companies on the basis of the plans' targets as well as other operating assets or cash generation units.
- o Preparation of the economic and financial information required by external institutions
- o Issue accounting policies and the framework for accounting processes, as well as advice on them.
- o Coordination of the development, implementation and updating of the intercompany corporate services billing model in the Client Companies with their own clients.
- o Improvement of administrative-economic control processes.
- Consolidation of financial information

<u>Cost driver</u>: Average of the dimension at each Client Company according to the Assets, personnel expenses & Gross Margin (Massachusetts Formula).



SAP Platform: management of the SAP corporate platform in the General Administration, Personnel Administration, Procurement Administration and Logistics areas:

- o Collection of new functional requirements, design of specifications and transfer to systems for construction.
- o Parameterization of the system
- o Performance of mass processes and control of interfaces
- o Maintenance of users and access profiles
- o Definition, construction and provision of information extraction tools to users
- o Planning and implementation of training for end users

Cost driver: number of SAP platform users by Client Company

<u>General Administration</u>: performance of general administration procedures in accordance with commercial, tax and labor legislation. Activities:

- o Accounts administration procedures
- o Registration, conformation and payment of third-party invoices once authorized by the Client Company
- o Service to suppliers
- o Bank reconciliation
- Invoicing of inter-company transactions
- o Invoicing of other revenues to third-parties
- o Accounting of administrative transactions

<u>Cost driver</u>: number of documents processed at each Client Company.

<u>Personnel Administration</u>: performance of personnel management procedures in accordance with labor legislation and with the internal procedures of Human Resources. Activities:

- o Payroll development and management:
 - Payroll updates (staff joining/leaving, modifications)
 - Changes in labor situation
 - Opening of work centers
 - Social insurance
 - Inland revenue procedures (tax deductions, documentation, etc.)
- o Processing of payroll variables
 - Processing of monthly activity reports, travel expense sheets, minor payments.
 - Corporate VISA
 - Processing of ILT (Temporary Incapacity to Work)
 - Maternity and paternity benefits
- o Staff assistance service and management of welfare benefits:



- Telephone assistance to employees
- Management of employee tariff
- Management of collective life insurance
- Processing of meal vouchers
- o Management of pension plan:
 - Monthly contributions
 - Changes of capital
 - Modification of conditions

Cost driver: number of employees at each Client Company

<u>Taxation Services</u>: The tax services consist of the following activities, taking into account that, if the recipient of the services has its own local tax team, the applicable tax services of those listed below will be provided on a supplementary and support basis to the activities carried out by said local team.

- o Development of the *Good Tax Practices Policy*
- o Definition of the tax risk strategy of the Client Companies
- o Management of the tax treatment of the Client Companies calculating their taxes and managing their tax returns and their taxes
- o Defense of the interests of the Client Companies in tax inspections
- o Tax assessment of the Client Companies, planning investment/disinvestment processes, businesses restructuring processes, and devising and developing money-saving options
- o Representation of Client Companies before the tax authorities and in professional forums
- o Collaboration with the persons responsible for preparing the economic information, advising on the preparation of tax information at annual and periodic closes.
- o Coordination of the support from external advisors on particularly significant tax issues
- o Coordination of the Transfer Pricing Policy
- o Tax Technology: operation of the corporative systems and interfaces between these and all the specific tax systems for the aforementioned activities.

<u>Cost driver</u>: Average of the dimension at each Client Company according to the Assets, personnel expenses & Gross Margin (Massachusetts Formula)

External Audit: includes the audit activities of financial information, performed by external companies

<u>Cost driver</u>: Average of the dimension at each Client Company according to the Assets, personnel expenses & Gross Margin (Massachusetts Formula)

<u>Purchasing Service</u>: procurement of equipment, materials, goods and services provided to the Client Companies on the best service conditions with the aim of obtaining the most favorable



purchasing conditions, through the use of the necessary tools, resources and structures and in compliance with the Procurement Policy, the appropriate proceedings and the applicable law.

To this end, Purchasing refers to the comprehensive purchasing service that includes the following, among other activities:

- o Purchase planning based on the Client Company's needs plan
- o Selection, rating and analysis of suppliers
- o Issuing the request for quotation
- o Receiving and evaluating offers
- o Negotiation with suppliers
- o Drawing up the proposal of award
- o Identification and negotiation of contractual terms and conditions and documents
- o Issuing and signing orders and/or contacts in accordance with the amount and the powers granted by the Client Company
- Evaluation, negotiation and amendment of contractual terms and conditions negotiated due to any extensions and changes of scope that arise during the supply or provision of the service
- o Coordination or management purchasing category

Coordination services by purchasing category: For those supplies that require a specialization and coordination at the group level, the category manager will bring the knowledge and define strategy based on best practices along the group

Purchasing support service: includes the following, among other activities:

- o Aggregate purchase planning for the group and coordination thereof, and identification of possible synergies
- Ongoing analysis of purchases by the group to identify the most frequently purchased products and to adopt measures to cut down the costs and improve efficiency
- Promote necessary actions with suppliers and contractors in accordance with the requirements established in the annual corporate social responsibility plans at the Avangrid Group level
- Register, rate and analyze suppliers and contractors in accordance with requirements in the area of quality, environment, occupational risk prevention, respect for human rights, credit risk and corruption
- Ensure optimal functioning and efficiency in purchasing processes and the supporting IT tools
- o Keeping information on management, control and reporting on the Group's purchases.
- o Ensuring the purchasing coordination at group level reporting to the different purchasing and business committees
- o Creating key performance indicators or a scorecard for the Group's purchasing area as a whole.

Cost driver: amount of purchasing requests per each Client Company (value of open POS)



<u>Insurance services</u>: Management, at the request of and in conjunction with the Client Companies, of operational risks:

- o Identification of operational risks: operation and exploitation, acquisition of companies, new activities, projects, legislation, agreements, etc.
- Analysis of operational risks: exposure to risk, calculation of probable maximum losses (PML), analysis of frequency and severity.
- o Management of degree of retention and transfer of operational risks.
- o Prevention (inspections/ recommendations)
- o Agreements (liability, warranties, force majeure, insurance clauses, etc.)
- o Arrangement of insurance programs.
- o Management of policies under purchased insurance programs
- o Loss management
- o Hiring of advisors in the areas of risk management and placement of insurance (brokers).
- o Preparation and management of insurance budget.

<u>Cost driver</u>: amount of policies per each Client Company

<u>Financial services</u>: management, at the request and in coordination with Client Companies, of the following aspects.

- o Financial planning
 - Preparation of the long-term financial plan
 - Preparation of the short-term financial budget and adjustments throughout the year
 - Preparation of the Macroeconomic and Market hypotheses
- o Financial reporting
- o Financing
 - Arrangement of short- and long-term bank financing.
 - Arrangement of short –and long-term financing on capital markets.
 - Arrangement of structural financing.
 - Management of inter-company financing.
- Treasury
 - Payments and collections using appropriate payment methods.
 - Medium-term cash projections.
 - Banking reconciliation and calculation of daily position.
 - Regulation of liquidity, management of cash deficits and surpluses.
 - Negotiation, contracting and issuance of letters of credit, cash collaterals and guarantees.



- Opening and closing of bank accounts.
- o Risk management
 - Interest rate risk management
 - Exchange rate risk management
- o Back Office for financing, cash and risk management
 - Confirmation, administration, accounting of transactions and accounting close.
 - Execution of payments.
 - Banking reconciliation of financing transactions
 - Compliance with, and control of, contractual obligations (covenants)
 - Financial audit process.
 - Control of the tax treatment of financial transactions.
 - Preparation of individual and consolidated financial statements and other corporate information.
 - Development and maintenance of IT systems and help desk.
 - Declarations to Central Banks and cooperation in compliance with international regulations.
 - Interest and expenses billing.
 - Management of documents.

<u>Cost driver</u>: Weighted percentage of the following concepts per each Client: Company

- o Average of the signed transactions under each of the three FINTE Risk Cycles:
 - 25 % Financing: Number of active and passive financial transactions contracted by the client companies.
 - 25 % Interest Rate and Exchange Rate Risk Management: Notional volume of derivatives contracted for the client companies.
 - 23.5% Treasury: Weighing the following transactions:
 - Annual variation of the bank accounts balances of the client companies
 - Number of entries of the notional cash pool and the average balance maintained by the companies participating in the cash pool.
 - Number of guarantees contracted for the client companies.
- o 25% Rating Agency: Distribution of the cost of the Rating Agencies among the client companies.
- o 1.5% Linearization: Linear distribution among all clients.

Risk Management: includes the following activities

- o Enterprise Risk Management: Risk Identification and analysis, development of Risk Policies and limits, Monitoring of limits, indicators and key risk
- o Credit Risk: Analysis and monitoring of counterparty credit worthiness and exposures
- o Market Risk: Analysis of markets, open positions, prize curves, etc.
- o Project Risk: Risk analysis of projects, relevant operations, insurance programs, etc.



<u>Cost driver</u>: Average of the dimension at each Client Company according to the Assets, personnel expenses & Gross Margin (Massachusetts Formula)

Investor Relations:

- o Implement and develop the global relations model with investors of Iberdrola Group. Set up the requested channels in order to side the institutional communication with the strategy of Iberdrola Group and Avangrid.
- o Prepare information and presentations to analysts: operational data, presentations of results, strategic presentations, etc.
- o Devise the valuation model of Avangrid.
- Organize events to help the market know better the Company and optimize its valuation. Attendance to investment banking seminars, roadshows, etc.
- o Make use of Iberdrola Group knowledge in the preparation and development of meetings with analysts and investors.
- o Maintenance of relations and attendance to meetings with rating agencies.
- o Competitors, markets and relevant business analysis.
- o Coordination with both Corporate and Local areas: Management and Control, Communication, Businesses, etc.
- o External Communication and information delivery.

<u>Cost driver</u>: Average of the dimension at each Client Company according to the Assets, personnel expenses & Gross Margin (Massachusetts Formula)

Development Services:

- o Development functions (services to parent company)
 - Identify, analyze and execute non-organic growth opportunities at corporate or business level
 - Identify, analyze and execute asset disinvestments in core business except for financial shares and non-energy businesses
 - Monitor competitors including their non-organic growth strategies and disinvestments
 - Keep permanently in touch with corporate investment banks and financial advisors in order to identify investment opportunities, know their opinion about the existing alternatives in relation to non-organic growth, and get explanations and assessment on corporate development operations
 - Analyze and monitor the most important countries, their enterprises and energy assets



- Negotiate and execute both alliances and strategic operations with third companies if it's considered between the competences conferred to Development
- Generate financial models at a corporate level
- Dialogue with authorities on the aim of developing a lobby focused on M&A and both disinvestment and non-organic investment concrete project execution
- Support Public Entities on the delivery of macroeconomic, operational or financial information
- o Development functions (provided to other areas)
 - Support other Corporate Functions in tasks related to Corporate Development such as, investor relations, flotations, etc.
 - Service to businesses and subsidiaries in several activities: business development, regulatory advice, asset/companies acquisition/disinvestment, etc.
 - Support to Regulation in preparing rate cases, providing relevant information.
 - Support to greenfield projects in progress.

<u>Cost driver</u>: Average of the dimension at each Client Company according to the Assets, personnel expenses & Gross Margin (Massachusetts Formula)

Legal services:

- O Advice on the establishment and implementation of, and compliance with, preventive legal security systems, appropriate decision-making processes and coordination and information mechanisms among the various companies.
- Coordination with external firms.
- o Advice on corporate transactions.
- o Cooperation in maintaining relationships with notaries, registries and other public offices.
- o Cooperation in the suitable management of legal risks by aiding in the identification, evaluation and provision of legal advice on such risks.
- o Cooperation in providing advice on law and legal defense in general, including tax and regulatory fields.
- o Assistance in the processing of lawsuits in the defense of companies, directly or by contacting external firms.
- o Advice for the implementation and updating of the Corporate Governance System and its development rules.

<u>Cost driver</u>: Average of the dimension at each Client Company according to the Assets, personnel expenses & Gross Margin (Massachusetts Formula)





<u>Internal Audit</u>: includes internal audit activities for local Audit & Compliance Commission, chairman or organization. Participation in global audits for corporate functions and businesses.

<u>Cost driver</u>: Average of the dimension at each Client Company according to the Assets, personnel expenses & Gross Margin (Massachusetts Formula)

Compliance: includes the following activities:

- o Ethics, fraud and offense management
- o Implement compliance program for applicable Federal and State Regulation
- o Implement program for the Separation of Activities of Regulated and Unregulated businesses

<u>Cost driver</u>: Average of the dimension at each Client Company according to the Assets, personnel expenses & Gross Margin (Massachusetts Formula)

<u>Governing Bodies</u>: includes the activities of the chairman, CEO, CEO's Office and Board of Directors, related to the management of the company

<u>Cost driver</u>: Average of the dimension at each Client Company according to the Assets, personnel expenses & Gross Margin (Massachusetts Formula)

<u>IT workstation</u>: the PTI (IT workstation) service covers all activities and services concerning the availability and correct functioning of IT workstations.

The Workstation General Service includes the following components:

- o Supply and installation of the workstation.
- o Maintenance of the workstation (according to criticality).
- o Renewal of the workstation.
- Network Services.
- o Platform-based applications, personal productivity software and business applications.
- Access to the Employees' Web Portal and applications published on it (Travels, office supplies, IT requests and incidents, etc.).
- o Access to different business web portals and to applications published on them.
- o IT Stations for general use.
- o Accessibility.
- o Centralised software licences.
- o IT support for customers (as appropriate).
- o Inventory as support system.
- o Administration of users and resources included in Systems processes.
- o Collaboration services in real time (business Skype)



o Personal data service (Sharefile)

Additional Workstation Services:

- o Migration and/or conversion of user data.
- o Destruction of Client information registered on magnetic media.
- o Extension of storage capacity for individuals or work groups, on storage servers.
- o Special service timetable subject to request and analysis.
- o Remote connection to network infrastructure via platform equipment with VPN client and WebVPN access to published applications, if any.
- o Access to Metaframe environment applications (check service file for further information).
- o Connection and access to information systems outside Avangrid.
- o Training of Client Company users on handling elements pertaining to the configuration of the Workstation.
- o Access to Knowledge Management Systems.
- o Corporate server backup of user data stored on laptop or desktop systems, subject to defined space limitations, and always communications permitting.
- o Installation of Departmental Applications as requested by the installer (DAI).
- o Transfer of files (to/from the exterior) via the corporate FTP.
- o Analysis of impact and requirements derived from the application of the Cybersecurity Risk Policy.

In short, this service includes all activities necessary to provide, integrate and support the hardware, software and connectivity required by end users to enable them to manage their information and access what they need from the information systems for which they are authorized by the competent bodies of their respective companies.

<u>Cost driver</u>: number of systems (desktop, laptop, tablet PCs) weighted by unit price and local or global cost components, at each Client Company.

<u>New developments</u>: this service comprises new information systems or applications software, as well as maintenance and correction of pre-existing ones, regardless of the hardware/software platform they require.

<u>Cost driver</u>: Number of users of each application / Number of persons / others, per each Client Company

<u>Operation and support</u>: this service covers all activities necessary for the management and administration of infrastructure elements, to ensure functioning and operability in the Systems environment. It also includes the information and communications protection service, developing and implementing, pursuant to the instructions received from the Client Companies, suitable prevention and protection measures that guarantee inaccessibility of systems information by



unauthorized persons, and monitoring possible security breaches of information systems.

Additionally the services includes Finishing and Printing Center with all activities related to printing tasks (printing service, creation and modification of forms, and finishing service)

<u>Cost driver</u>: percentage of operation consumption according to the services received per each Client Company

<u>IT Systems Management</u>: comprises activities related to management and definition of policies and procedures with reference to the services provided by IT area. This gathers all the activities of IT Workstation, Operation and Support, and New Developments.

Cost driver: number of employees per Client Company.

Data Center: the provision of physical data center facilities and infrastructure to clients.

This service encompasses all of the services and facility related components or activities that support the implementation, maintenance, operation, and enhancement of the data center. The data center provides processing, storage, networking, management and distribution of data within Client Companies.

<u>Cost driver</u>: Average of the dimension at each Client Company according to the Assets, personnel expenses & Gross Margin (Massachusetts Formula) for companies utilizing the data center.

Any other specific support requested by client company that would be directly monitored and charged



APPENDIX A2 - TECHNICAL SERVICES

Executive Service: include general and administrative management and strategic planning.

Governmental Affairs Service: include monitoring, reviewing and researching legislation and lobbying government officials.

Regulatory Management Service: include coordination of the Client Companies' rates and regulatory economics departments including rate-related compliance matters.

Transmission and Supply Service: include activities related to the coordination and direction of electric and/or gas transmission, storage, and supply functions.

Distribution Operation Service: include activities related to the coordination and direction of electric and/or gas distribution operation functions.

Customer Service: include call center operations including responding to Client Companies' customer calls, customer billing, accounts receivable, credit and collections services, customer satisfaction monitoring and management of low income programs.

Engineering Service: include centralized customary engineering services including design engineering, general engineering, construction engineering and GIS technology development, meter services and testing and operations.

Commodity Planning Service: includes coordination and direction of gas or electric supply planning and procurement at utility or non-utility companies.

Other centralized service: dedicated solely to AVANGRID Networks businesses.



APPENDIX C: AVANGRID CORPORATE AND TECHNICAL SERVICES

COST ALLOCATION MAUNUAL

INDEX

1.	PURPOSE	2
2.	ONE CORPORATION MODEL	3
3.	APPLICABLE REGULATION	5
4.	CORPORATE SERVICES' BILLING PROCEDURE	6
5.	NON CORPORATE FUNCTION TECHNICAL SERVICES	9
6.	FLOW OF COSTS THROUGH THE CASCADE MODEL	11
7.	ANNEXES	13

1. PURPOSE

The purpose of this document is to describe the process by which the costs of corporate services at the Iberdrola Group are identified and billed to different companies they serve or are benefited by these services. Avangrid has adopted the same model.

In general, corporate services are classified in services provided on behalf of the Shareholder and services provided to the Group companies.

The services provided on behalf of the shareholders are not billed unless they are recognized by regulators as necessary for the operation of the concession, while the services provided to the Group companies are billed to each of the companies receiving such services.

The services provided to a single company are billed directly to that company, while services provided to more companies are allocated to these companies according to "drivers" defined for each of the services consumption.

The billing of corporate services to the Group companies is performed following transparent and objective criteria consistent with the principle of market value, avoiding any discrimination, subsidy or competitive advantage. These criteria are of general application, and are based on the benefit generated in the client companies of these corporate services, and applied objectively and consistently based on non-manipulable data.

The cost base used is built according to consistent criteria of the transfer pricing guidelines of the Organization for Economic Cooperation and Development (OECD).

The procedure defined herein is applicable to all companies of the Iberdrola Group, subject to the consideration and adaptation to the particularities of each jurisdiction, which must be duly justified in each case.

2. ONE CORPORATION MODEL

The presence of the Iberdrola Group in different countries and business sectors has made convenience the implementation of a business model based on a decentralized structure of decision-making that, however, allows a global integration of Business according to the Group's business model. This Model, adopted by the Board of Directors of Iberdrola SA, is aimed at maximizing the operational efficiency of the different business units and ensures the dissemination, implementation and monitoring of the overall strategy and basic management guidelines established for each business, primarily through the exchange of best practices between companies of the Iberdrola Group.

One of the key instruments of the Group business model is the "One Corporation" which Iberdrola set up to provide certain corporate services in an efficient and flexible way to all companies of the Iberdrola Group.

The costs of the One Corporation are structured in two types:

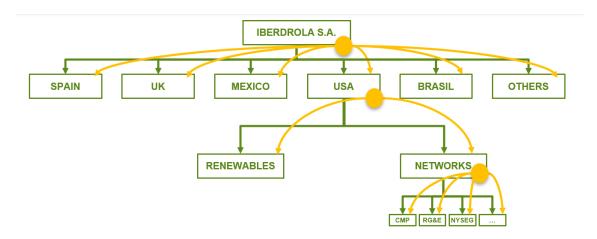
- Corporate services costs: These are the costs recorded in the provider companies, and needed to provision the corporate services. These costs are the subject of the present billing model.
 - The billing of these costs will require a contract and the subsequent determination of the services that will be provided to each society.
- Costs managed directly by each company that receives the services: The
 costs of these services are managed by each company according to common
 guidelines across the Group in order to exploit common synergies and
 improve purchasing power.

The Corporation ensures proper provision of contracted services by following the instructions provided in the Declaration of Acceptance by the Client Companies in their corresponding Framework Agreement. The services must respect the standards set in the context of the One Corporation to ensure adequate synergies and maximize operations of the Group. Also contracted services are rendered in full compliance with applicable law and the Corporate Governance System and the distribution of tasks and responsibilities derived therefrom.

The One Corporation is structured by corporate services providers companies, both at Group level and at the level of countries and businesses within each country.

Each company providing corporate services is organized by corporate functions (more detail in Annex 5.1.).

Service delivery is made according to the following scheme (the detail included in USA intended to serve as an example, although the pattern is repeated in each country and each business within each country):



Services are provided in cascade, from top to bottom, from the lending companies of services to clients' related companies. As a general premise, no services are provided from the client companies to headers (bottom-up), or between companies of different Holdings (horizontally).

CORPORATE FUNCTIONS EMPLOYEES: ALLOCATION CRITERIA

Employee assignment principle: 80/20

- If an employee works 80% or more of the time for a single company, then this employee is assigned to that company.
- If an employee works more than 20% for several companies, then this employee is assigned to the Service Company:

3. APPLICABLE REGULATION

The cost billing process from the Corporation to the Group companies follow the guidelines issued by the OECD in 1995 and supplemented in 1996 (with periodic updates) for the regulation of related party transactions and that are applicable for the purposes of Article 7 CSA common services in Iberdrola. The arm's length principle is the internationally accepted standard to assess the transfer prices of related party transactions. The most commonly cited arm's length principle definition and how to apply it is also defined in the OECD Guidelines. That legislation comes to the conclusion that the results of this operation are to be similar to those they would have obtained between independent entities have done under similar or comparable circumstances.

The guidelines published by the Joint Transfer Pricing Forum in the European Union (FCPTUE) analyzing the treatment and analysis of low value-added services as part of related party transactions must also be followed. That legislation provides guidance in relation to the analysis of low value-added services (support services management) with related entities.

On the other hand, Article 18 of the Corporation Tax Act, BOE number 288, pages 96972-78, dated November 28, 2014, determined the valuation rules of related party transactions, defining the scope thereof and establishing the method for determining the market price of each of these operations.

Finally, in the North American environment, there must be compliance with the requirements of the regulations of the Federal Energy Regulatory Commission (FERC), including Part 367 of Title 18 of the US Code of Federal Regulations ("CFR 18") in connection the uniform system of accounts in companies providing centralized services ("uniform System of accounts for Mutual service Service Companies and Subsidiary companies")

4. CORPORATE SERVICES' BILLING PROCEDURE

The steps used for billing services are:

- 1. Services' Costs Identification Corporation Costs Base
- 2. Service to companies and on behalf of the shareholder or the concession
- 3. Client companies
- 4. Services' consumption drivers
- 5. Self- Consumption and final billing

4.1 SERVICES' COSTS IDENTIFICATION – CORPORATION COSTS' BASE

As a general principle and within the corporate SAP platform, all costs associated with the activities of each company, both own personnel expenses, external suppliers' costs, depreciation and others, are analytically accounted in the so-called "allocation orders". Each order among its different analytical fields collects a product code that identifies the corresponding corporate service.

Cost base of Iberdrola Group corporate service is defined as the Earnings Before Interest and Taxes (EBIT). The EBIT includes the following components:

- Personnel Expenses
- Net External Services of other operating income
- Taxes
- Depreciation
- Provisions

The External Services component will include both items received from external companies of the Group and items from different Group companies of the Corporation and necessary for the provision of corporate services.

As an exception to the direct allocation of costs to products, indirect costs are those that due to their nature or the way in which they are accounted on the Corporation can't be assigned to a single corporate service. In this case a consumption criterion has to be used in order to assign it to the corporate services affected.

4.2 SERVICE TO COMPANIES AND ON BEHALF OF THE SHAREHOLDER OR THE CONCESSION

The services provided by the Corporation are classified into two groups:

- Services provided on behalf of the shareholder: services that, according to the rules of the OECD, are provided to shareholders. These services (see details in Annex 5.3.) are not billed unless they are recognized by regulators as necessary for the operation of the concession.
- Services provided to the Group companies: services provided to Group companies. In general, the amounts for services provided to Group

companies are billed to each recipient company by the corresponding consumption driver (see details in Annex 5.2.).

However, there are services that can be billed directly to a client company:

- Personnel services or External Service of the Corporation to a Group company in singular Investment projects (so-called "Recharge")
- Services provided by the Corporation to particular projects, to outside companies or where Iberdrola Group has a majority stake.
- o Assignment of staff of the Corporation to companies.

Both the services provided on behalf of the shareholders and services to Group companies are related to the corporate functions that provide them (see details in Annex 5.3. and Annex 5.2.).

4.3 CLIENT COMPANIES

Corporate services are provided generally to all group companies where it holds the majority stake or where Iberdrola, not being the majority shareholder, is the responsible for the management.

There is a framework agreement for the provision of services, the companies concerned and the billing forecast of year in force.

As previously explained, the billing of services to each company is performed through the corresponding corporate services' providers companies (cascade).

This means that every service is billed to each of the companies' providers of corporate services at the next level, and then from each of them, their own cost of each service is added and billed to the next level, and so on until each company receiving the service.

In cases where companies have corporate service providers that do not add value to the services of the previous level, services are billed directly to the lending companies that add value next level or if there are none, to the host companies of the services.

The corporate services providers companies in each country are:

- Iberdrola España S.A.
- SPW Power UK Plc
- Avangrid Service Company
- Iberdrola Energía Altamira de Servicios, S.A. de CV
- Iberdrola Brasil S.A.

All beneficiary companies are directly or indirectly attached to the Framework Agreement.

4.4 SERVICES' CONSUMPTION DRIVERS

Corporate services provided to Group companies are calculated using each service a driver of consumption (see detail in Annex 5.4 drivers.).

These drivers are defined taking into account indications of the OECD and the EU Joint Forum, best practices of other similar companies, and those that better reflect the consumption of each service (see details of services and drivers used in Annex 5.5.).

In those cases where it is not possible to use a specific driver to ensure equity in consumption costs between host companies of the service, a driver of overall consumption has been defined. This driver, commonly called "Massachusetts formula" is used widely in the US for utilities to assign costs to the host companies based on their dimension.

4.5 SELF-CONSUMPTION AND FINAL BILLING

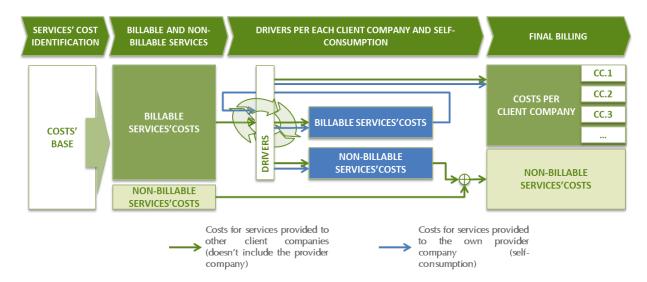
The different corporate services (to companies and on behalf of the shareholder or the concession) include initially their own costs for providing their services to the companies receiving them. However they don't include costs of other corporate services they make use of.

For example, Purchasing service initially includes purchasing department own costs to provide services to the companies receiving them. However, it is necessary to add the costs of "consumption" which makes the Purchasing Department itself relative to other corporate services (Office services, IT Workstation, General Administration, etc.). These expenses for consumption between corporate services are called "self-consumption".

To calculate the cost of self-consumption, these steps are followed:

- Consumption of each service is calculated at each consumer entity. In this
 calculation, the provider of corporate services is among the consumers, as it
 has employees who also receive corporate services.
- These own consumption of corporate services are divided into two groups:
 - Consumption associated with services provided to the shareholders or the concession: These consumptions are not billed unless they are recognized by regulators as necessary for the operation of the concession
 - Consumption associated with other services: These consumptions are integrated again between the receiving services which are billed by applying the same consumer drivers.
- This process is performed iteratively until corporate services receive no cost via self-consumption (amount <0,01 €) and all consumption is assigned to the target companies or non-billable services.

The following chart shows schematically the process of billing for services rendered:



The price for the provision of each of the services corresponds to market price determined by any method accepted in the applicable laws and regulations including the cost without margin itself, under appropriate circumstances-are given, and calculated annually based on the cost incurred for the provision of those services to client companies.

5. NON CORPORATE FUNCTION TECHNICAL SERVICES

Certain Services are provided outside of the Corporate Services model using similar allocation methods. These services are referred to as technical services and usually are business specific in nature. For example in the United States the regulated Networks Companies have identified shared services outside of the corporate model that follow a very similar allocation method.

5.1 TECHNICAL SERVICES DESCRIPTION

The purpose of this section is to describe the process by which the costs of technical services at the Avangrid Networks Group ("Group") are identified and billed to different societies they serve or are benefited by these services.

The services provided to a single company are billed directly to that company, while services provided to more companies are allocated to these companies according to "drivers" defined for each of the services consumption.

The billing of technical services to the Avangrid Networks Group companies is performed following transparent and objective criteria consistent with the principle of costs, avoiding any discrimination, subsidy or competitive advantage.

The cost are determined in accordance with applicable rules and regulations, including the Energy Policy Act of 2005 and applicable state regulation, which require Service Company to fairly and equitably allocate costs among all associate companies to which it renders services (collectively, the "Client Companies"), including Client Company.

The procedure defined herein is applicable to all companies of the Avangrid Networks Group, subject to the consideration and adaptation to the particularities of each jurisdiction, which must be duly justified in each case.

Finally, in the North American environment, there must be compliance with the requirements of the regulations of the Federal Energy Regulatory Commission (FERC), including Part 367 of Title 18 of the US Code of Federal Regulations ("CFR 18") in connection with the uniform system of accounts in companies providing centralized services ("Uniform System of Accounts for Mutual Service Companies and Subsidiary Companies")

5.2 TECHNICAL SERVICES' BILLING PROCEDURE

The steps used for billing services are:

- Services' Costs Identification Technical Costs Base
- Service to companies
- Client companies
- Services' consumption drivers
- · Self- Consumption and final billing

5.2.1 SERVICES' COST IDENTIFICATION – TECHNICAL COSTS BASE

As a general principle and within the corporate SAP platform, all costs associated with the activities of each company, both own personnel expenses, external suppliers' costs, depreciation and others, are analytically accounted in the so-called "allocation orders". Each order among its different analytical fields collects a product code that identifies the corresponding corporate or technical service.

Cost base of Iberdrola Group corporate service is defined as the Earnings Before Interest and Taxes (EBT). The EBT includes the following components:

- Personnel Expenses
- Net External Services of other operating income
- Taxes (Other than Income Taxes)
- Depreciation
- Provisions
- Net Finance Costs

The External Services component will include both items received from external companies of the Group and items from different Group companies of the Corporation and necessary for the provision of corporate services.

As an exception to the direct allocation of costs to products, indirect costs are those that due to their nature or the way in which they are accounted for by the Corporation can't be assigned to a single corporate service. In this case a consumption criterion has to be used in order to assign it to the corporate services affected.

5.2.2 SERIVCE COMPANIES

Services provided to the Group companies: In general, the amounts for services provided to Group companies are billed to each recipient company by the corresponding consumption driver.

However, there are services that can be billed directly to a client company:

- Personnel services or External Service of the Corporation to a Group company in singular investment projects (so-called "Recharge")
- Services provided by the Corporation to particular projects, to outside companies or where Iberdrola Group has a majority stake.
- Assignment of staff of the Corporation to companies.

5.2.2 CLIENT COMPANIES

Technical services are provided generally to all Group companies where Avangrid Networks holds the majority stake or where Iberdrola, not being the majority shareholder, is responsible for the management.

There is a framework agreement for the provision of services, the companies concerned and the billing forecast of year in force.

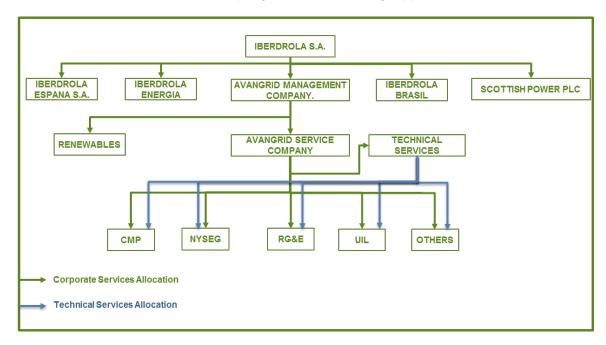
The major technical services provider companies are:

- Avangrid Service Company
- Central Maine Power Company
- Maine Natural Gas Corporation
- New York State Electric & Gas Corporation
- Rochester Gas and Electric Corporation
- UIL Holdings Corp.
- The United Illuminated Company
- Connecticut Natural Gas Corporation
- The Southern Connecticut Gas Company
- The Berkshire Gas Company
- The New York Transmission Company
- NECEC Transmission LLC

6. FLOW OF COSTS THROUGH THE CASCADE MODEL

As referenced above service charges flow in a cascade model in which the Service Provider of a parent company (lending company) full loads and allocates their cost base down to the companies below it. If the charge goes to a final destination company (this company does not provide services for any other company within the group) the expense remains within that company. If these charges are allocated to a sub level service company these charges are then gathered with the cost base of that service company and billed down until they are finally allocated down to a final destination company. For example a charge from the Iberdrola Service Company could go through many different allocation cycles before it reaches its final destination company. A charge could potentially originate at the IBERDROLA

SA Service company level, be allocated to AMC, then be allocated to ASC, then allocated to the technical service provider and then finally to one of the final destination networks companies. In this scenario a charge would be included with the base cost of the service company and allocated by applicable driver.



7. ANNEXES

7.1 CORPORATE FUNCTIONS

CORPORATE FUNCTION
Governing Bodies
Innovation, Environment and Quality
Real Estate and General Services
Corporate Security
IT
Human Resources
Purchasing
Insurance
Finance & Treasury
Risks
Capital Management
Investor Relations
Control
Administration
Tax
External Audit
Secretary of the Board
Communications
Legal Services
Corporate Development
DG Business and Regulation
Internal Audit
Compliance

7.2 SERVICES TO CLIENT COMPANIES

CORPORATE FUNCTION	SERVICE
	R+D+I Service
Innovation, Environment and Quality	Environment
	Quality
	Services in buildings and leases
	Mobile Telephony
Real Estate and General Services	Telephone lines
Real Estate and General Services	General Services Management
	Fleet Management
	Office services
	International and Corporate Security
Corporate Security	Surveillance and maintenance of buildings
	Other security services
	IT Management
	IT Workstation
IT	Operation and support
	Data Center
	New developments
	Human Resources services
	Training & recruitment
Human Resources	Labor relationships
	Occupational risk prevention
	Internal Communications
Purchasing	Purchasing services
Insurance	Insurance services
Finance & Treasury	Financial services
Control	Control services
	General Administration
Administration	SAP Platform
	Personnel Administration
Tax	Tax services
Communications	Brand Management
Legal services	Legal services
Corporate Development	Development services
Corporate Development	Development projects
DG Business and Regulation	DG Business and Regulation services

7.3 SERVICES ON BEHALF OF THE SHAREHOLDER OR THE CONCESSION

CORPORATE FUNCTION	SERVICES
Governing Bodies	Governing Bodies
Human Resources	Other HR services
Risks	Other financial services
Investor Relations	Other initialicial services
External Audit	External audit
Secretary of the Board	Governing Bodies
Communications	External Communications
Internal Audit	Internal Audit services
Compliance	Compliance services

7.4 TECHNICAL SERVICES

FUNCTION	SERVICES
	Executive Services
	Governmental Affairs
	Regulatory
	Transmission and Supply
	Distribution Operations
TECHNICAL SERVICES	Customer Service
	Engineering Services
	Commodity Planning
	Other Centralized Services

7.5 SERVICES' CONSUMPTION DRIVERS

DRIVER	CALCULATION METHODOLOGY
Weighted percentage of R+D+I service per organization	Budget base for tax deductions due to R+D+I activities (2/3) and investments in R+D+I on each business (1/3)
Percentage of Environment Investments and expenses per organization	Environment Investments and expenses (60%) and 1400 Certification in SGAI (40%)
Number of quality processes per organization	Number of implemented or on-going implemented quality processes per organization
Percentage of carbon tons Number of employees in corporate buildings	Carbon tons per organization Number of active employees in corporate buildings per organization
Phone consumption amount Number of vehicles	Phone consumption amount per organization Number of vehicles per organization
Number of persons per organization	Number of persons per organization
Number of shares	Number of shares per organization
Dimension Indicator (Massachusetts formula)	Weighted dimension of each organization taking into account Gross Property Plant, Direct Labor and Gross Margin (Application of Massachusetts formula)
Number of weighted equipment	Number of laptops, desktop computers, PDA's and pocket-PCs that according to the inventory are associated to employees of each organization. With this inventory a weighting is made taking into account de purchasing value of each of the equipment. Besides a correction factor is added to some equipment in order to weight the local costs of IT Workstation
Percentage of consumption per organization	Number of MIPS y percentage of storage utilization per each application, and number of users of the application
Number of users	Number of users of the application per organization
Amount of orders per organization	Amount of orders per organization
Amount of policies per organization	Amount of policies per organization

Weighted percentage of financial operations	 Average of the signed transactions under each of the three FINTE Risk Cycles: 25 % Financing: Number of active and passive financial transactions contracted by the client companies. 25 % Interest Rate and Exchange Rate Risk Management: Notional volume of derivatives contracted for the client companies. 23.5% Treasury: Weighing the following transactions:
Number of SAP users	Number of SAP users per organization
Number of documents processed per organization	Number of documents processed per organization
Amount of expenses in advertising, sponsorships, hospitalities	Amount of annual expenses in advertising, sponsorships, hospitalities and public relations

7.6 RELATION OF SERVICES AND DRIVERS

Governing Bodies	Governing Bodies R+D+I Service	Dimension Indicator			
	D. D. I Sorvico				
	K+D+I 3cl vice	Percentage of R+D+I service			
Innovation, Environment	Environment	Percentage of Environment			
& Quality	LITVITOTITIETIL	Investments and Expenses			
	Quality	Number of quality processes			
	Services in buildings and leases	Number of employees in			
		corporate buildings			
Real Estate and General	Mobile Telephony	Phone consumption amount			
Services	Telephone lines	Number of persons			
oci vices	General Services Management	Number of persons			
	Fleet Management	Number of vehicles			
	Office services	Number of persons			
	International and Corporate Security	Number of persons			
Corporate Security	Surveillance and maintenance of	Number of employees in			
Corporate Security	buildings	corporate buildings			
	Other security services	Number of persons			
	IT Management	Number of persons			
	IT Workstation	Number of weighted			
		equipment			
IT	Operation and support	Percentage of consumption			
	Data Center	Dimension Indicator			
	New developments	Number of users / persons /			
	·	other			
	Human Resources services	Number of persons			
	Training	Number of persons			
Human Resources	Labor relationships	Number of persons			
	Occupational risk prevention	Number of persons			
	Corporate Communications	Number of persons			
Purchasing	Purchasing services	Orders Amount			
Insurance	Insurance services	Policies amount			
Finance and Treasury	Financial services	Financial operations amount			
Risks	Other financial services	Dimension Indicator			
Investor Relations					
Control	Control services	Dimension Indicator			
	General Administration	Number of processed			
Administration		documents			
, ammadanon	SAP Platform	Number of SAP users			
	Personnel Administration	Number of persons			
Tax	Tax services	Dimension Indicator			
		Amount of expenses in			
Communications	External Communications	advertising, sponsorships,			
Communications		hospitalities			
	Brand Management	Dimension Indicator			
Legal Services	Legal Services	Dimension Indicator			
Corporato Dovolonment	Development services	Individual analysis			
Corporate Development	Development projects	Individual analysis			

DG Businesses and Regulation	DG Businesses and Regulation service	Dimension Indicator
External Audit	External Audit	Dimension Indicator
Secretary of the Board	Governing Bodies	Dimension Indicator
Internal Audit	Internal Audit services	Dimension Indicator
Compliance	Compliance services	Dimension Indicator

SERVICE TYPE	SERVICE	DRIVER
Technical Services	Executive Services	Dimension Indicator
Technical Services	Governmental Affairs	Dimension Indicator
Technical Services	Regulatory Management	Dimension Indicator
Technical Services	Transmission and Supply Services	Dimension Indicator
Technical Services	Distribution Operations	Dimension Indicator
Technical Services	Customer Service	Dimension Indicator
Technical Services	Engineering Services	Dimension Indicator
Technical Services	Commodity Planning	Dimension Indicator
Technical Services	Other Centralized	Dimension Indicator

Section V Affiliate Transactions

2022 NY Code of Conduct Section V

NYSEG 2022

Transactions with Associated (Affiliated) Companies

<u>Description</u>	Name of Associate	Direct	Indirect	<u>Total</u>
Provided by Affiliated Company to NYSEG				
Salaries, Wages, Expenses and Associated Overheads (1)	Rochester Gas and Electric Corporation	\$ 17,914,121	\$ -	\$ 17,914,121
All Allocated Expenses	AVANGRID Service Company	13,610,072	93,094,611	106,704,683
All Allocated Expenses	AVANGRID, Inc.	1,109,309	-	1,109,309
Salaries, Wages, Expenses and Associated Overheads	The United Illuminating Company	96,181	-	96,181
Salaries, Wages, Expenses and Associated Overheads	Central Maine Power Company	1,427,519	-	1,427,519
Salaries, Wages, Expenses and Associated Overheads	Others	4,261,368	-	4,261,368
Total		\$ 38,418,570	\$ 93,094,611	\$ 131,513,181
Provided for Affiliated Company by NYSEG		Direct	<u>Indirect</u>	Total
Salaries, Wages, Expenses and Associated Overheads (2)	Rochester Gas and Electric Corporation	\$ 17,834,802	\$ -	\$ 17,834,802
Salaries, Wages, Expenses and Associated Overheads	Central Maine Power Company	1,400,972	_	1,400,972
				-, ,
Salaries, Wages, Expenses and Associated Overheads	The United Illuminating Company	544,141	-	544,141
Salaries, Wages, Expenses and Associated Overheads Salaries, Wages, Expenses and Associated Overheads	The United Illuminating Company AVANGRID Service Company	544,141	- 105,931	
	e 1 .	· · · · · · · · · · · · · · · · · · ·	- 105,931 9,036	544,141
Salaries, Wages, Expenses and Associated Overheads	AVANGRID Service Company	· · · · · · · · · · · · · · · · · · ·	,	544,141 105,931
Salaries, Wages, Expenses and Associated Overheads Salaries, Wages, Expenses and Associated Overheads	AVANGRID Service Company AVANGRID Management Company	- -	,	544,141 105,931 9,036

^{(1):} Includes Energy Purchases from Rochester Gas and Electric Corporation of \$141,150.25

^{(2):} Includes Energy Sales to Rochester Gas and Electric Corporation of \$68,326.58

2022 NY Code of Conduct Section V

RG&E 2022 Transactions with Associated (Affiliated) Companies

Description	Name of Associate	Direct	Indirect	<u>Total</u>
Provided by Affiliated Company to RG&E				
Salaries, Wages, Expenses and Associated Overheads (1)	New York State Electric & Gas Corporation	\$ 17,834,802	\$ - \$	17,834,802
All Allocated Expenses	AVANGRID Service Company	5,720,104	47,885,807	53,605,911
All Allocated Expenses	AVANGRID, Inc.	1,176,413	-	1,176,413
Salaries, Wages, Expenses and Associated Overheads	Central Maine Power Company	918,315	-	918,315
Salaries, Wages, Expenses and Associated Overheads	The United Illuminating Company	670,675	-	670,675
Salaries, Wages, Expenses and Associated Overheads	Others	915,840	=	915,840
Total		\$ 27,236,148	\$ 47,885,807 \$	75,121,955
Provided for Affiliated Company by RG&E		<u>Direct</u>	Indirect	<u>Total</u>
Salaries, Wages, Expenses and Associated Overheads (2)	New York State Electric & Gas Corporation	\$ 17,914,121	\$ - \$	17,914,121
Salaries, Wages, Expenses and Associated Overheads	AVANGRID Service Company	-	3,802,223	3,802,223
Salaries, Wages, Expenses and Associated Overheads	AVANGRID Management Company	-	1,621,337	1,621,337
Salaries, Wages, Expenses and Associated Overheads	Central Maine Power Company	1,039,343	-	1,039,343
Salaries, Wages, Expenses and Associated Overheads	The United Illuminating Company	576,735	-	576,735
Salaries, Wages, Expenses and Associated Overheads	Others	379,088	=	379,088
Total		\$ 19,909,286	\$ 5,423,560 \$	25,332,847

^{(1):} Includes Energy Purchases from New York State Electric & Gas Corporation of \$ of \$68,326.58

^{(2):} Includes Energy Sales to New York State Electric & Gas Corporation of \$141,150.25

Section VI

Competitor/Customer Complaints

Competitor Issues – the Companies have had no competitor/customer complaints related to affiliate transactions in 2022 as identified in Appendix 1 Standards of Conduct # viii.