

EXECUTIVE
November 9, 2007

Chief Executive Officer: responsible for the global implementation of company strategic goals and objectives; provide direction and leadership toward the achievement of the company's philosophy, mission, strategy, and its annual goals and objectives.

CFO Transmission: responsible for the global transmission balance sheet and all accounting records; and designing and implementing budgetary and control systems for that business; responsible for transmission finance function.

Exec Director Electric Distribution & Generation: responsibilities include negotiating with US regulatory authorities to ensure the appropriate environment for future profitable growth; leading the integration of KeySpan and driving best practice in operational efficiency.

Exec VP Electricity Distribution Ops: responsible for the operations and asset management of electricity distribution assets in the US.

Exec Director Gas Distribution: responsible for leading National Grid's gas distribution activities in the UK and US.

Exec VP Electricity Generation and Bus Development: responsible for electric generation and business development in the U.S.

Exec Director Non Regulated Bus & Bus Development: Responsible for National Grid's Non Regulated businesses including; Metering, Grain LNG, Property and BritNed. Also leads the Business Development and Merger & Acquisition activity.

Exec Director Electric Transmission: responsible for global electric transmission; also responsible for UK regulation, communications, safety/health/environmental/security and construction.

Group Director Finance & Shared Services: Responsible for global finance and shared services.

Group HR Director: responsible global HR strategy, policies, and procedures including succession and talent management, remuneration, organizational development and the leadership of the HR global function.

Senior VP & COO US Transmission: has primary responsibility for the overall planning, operations and control of the transmission system.

Senior VP Business Development: responsible for the identification, evaluation and, where appropriate, execution of new business opportunities for National Grid USA.

Senior VP Energy Portfolio Management: Oversees the management of National Grid's energy commodity portfolio.

VP US Project Development & Management: responsible for the identification, evaluation and, where appropriate, execution of new business opportunities.

VP Transmission Finance: is responsible for financial analysis, internal reporting, budgeting and forecasting, contract and tariff billing, rates and business planning activities for National Grid USA's transmission operations in New England and New York Also responsible for financial analysis, internal reporting, budgeting for the US Interconnector (HVDC link with Canada).

TRANSMISSION
November 9, 2007

VP Construction and Services, responsible for construction of all capital projects as directed by the respective asset managers.

VP Operations, is responsible for the safe, reliable and effective operation of National Grid's Northeast Transmission System.

VP Regulation and Commercial, direct areas pertaining to regulation and industry policy for National Grid's US transmission business; coordinate with state government and state agencies pertaining to regulation and industry policy for National Grid's US transmission business

VP Transmission Asset Management, leads the development of policy, strategy and planning for transmission asset management and manages service provider–asset steward relationships for design, construction, maintenance and operations of transmission assets to optimize the long-term security and delivery capability of the transmission system that is cost-effective, safe and environmentally sound.

TRANSMISSION CONSTRUCTION AND SERVICES
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HVDC OPERATIONS

Analyst, prepare and analyze the O&M business plan and budget; review actual operating expenses such as payroll, overtime, material and vendor costs; compile monthly variance reports and update forecasts as needed.

Engineer (this includes Principal and Senior Engineer), responsible for controls, protections and equipment for the HVDC converter terminals.

Maintenance Technician, (this includes Senior Maintenance Technician) maintains the station equipment in the converter terminals.

Manager HVDC Operations/Maintenance, responsible for managing the operations and maintenance of the Sandy Pond and Monroe HVDC converter stations; represent the service provider and manage the "service plan" between Interconnects & Business Development in the U.K. and Transmission in the U.S.

Network Operators, is responsible for the bulk power transfers between Hydro-Quebec and New England. This person operates the HVDC terminals in both Quebec and New England.

Planner (this includes Comerford Planner), plan and prepare the maintenance schedule, ensure necessary parts and equipment are available to complete the maintenance work for the HVDC facilities.

Senior Control Room Technician HVDC, support PLM Programming Language updates and modifications to microprocessor based control and protection equipment.

Supervisor Operations, directs the operation of the Phase I (690 MW) and Phase II (2000 MW multi-terminal) HVDC facilities.

CONSTRUCTION STRATEGY

Manager Construction Strategy, responsible for ensuring a well-planned, appropriately resources substation and transmission line construction plan and for providing construction finance and support services.

SUBSTATION CONSTRUCTION

Director, Substation Construction Services, plan, organize, control and direct the operations & management of Civil and Electrical in-house and contracted substation work forces; responsible for achieving of project milestones and schedules.

Construction Coordinator, Field Accounting, field construction coordinator handling electric distribution contractors in New England and New York.

Manager Substation Construction Services, develop, implement and manage programs which support the Substation Construction Services Group in their effort to meet corporate objectives; provide leadership and assistance ensuring compliance to the collective bargaining agreement.

Operations Planner, Field Accounting, work with others in the department to ensure that training, tracking and reporting requirements are fully met; work with others in the department to administer safety program and bargaining unit contract.

Senior Analyst, develop, implement and manage all financial reporting and conformance requirements as requested by the Transmission Business group.

TRANSMISSION CONSTRUCTION AND SERVICES
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Supervisor, supervises Field Construction Coordinators overseeing outside contractor's construction activities.

ELECTRICAL SERVICES CONSTRUCTION

Supervisor, Electrical Construction Services, plan for and direct activities of crews and individuals assigned to electrical substation or civil construction sites. Administer bargaining unit agreement, prepare and process required reports on job/project progress and assist Lead Supervisor in developing estimates.

STRUCTURAL SERVICES MANAGEMENT

Supervisor, plan, coordinate and electrical supervise civil construction work. Assign personnel and equipment to crews to ensure progress. Provide liaison between Engineering and Field Supervision from the development of project estimates through final acceptance of work.

TRANSMISSION LINE SERVICES

Assistant, encourage a culture of safety amongst the TLS staff through attending monthly safety meetings, performing SOT's and other activities as directed; assist with managing the Nomex Program for TLS; assist with and address all transmission right of way issues as needed.

Area Resource Coordinator, develop and manage forecasting models for maintenance work and non-core operations work that is supported by substation, transmission and field construction resources; determine and schedule internal and contractor needs within the group.

Construction Coordinator, accountable for minimizing costs to the corporation while maximizing efficiency and return on capital investment; direct, coach and develop all aspects of the NY C&MS daily Operation and Quality/Field Contracts Group including performance reviews and compensation.

Director Transmission Line Services, responsible for all electrical construction and maintenance activities on the transmission system.

Manager Transmission Line Services, develop, implement and manage programs which support the Transmission Line Services Group in their effort to meet corporate objectives; provide leadership and assistance ensuring compliance to the collective bargaining agreement.

Senior Analyst, assist the Director in the development of the OPEX budget; create and publish OPEX variance reports; support the analysis of CAPEX expenditures; create and publish financial and operational reports to support the various safety, efficiency and associated initiatives.

Superintendent, perform all duties associated with the management of the supervisory workforce.

Supervisor, manage the daily operation and maintenance functions in Transmission Line Services (TLS).

TRANSMISSION REGULATION AND COMMERCIAL
November 9, 2007

COMMERCIAL

Associate Analyst, serves as contract and economic analyst to support regulatory contracts and contract databases for over 1000 transactional documents that evidence the revenue stream for the transmission business.

Manager Transmission Commercial Services, serves as contracting manager responsible for all National Grid US transmission service related transactions including but not limited to the NY and NE ISO transmission related activity, transmission customer transactions, connection related transactions.

Principal Analyst, is the key point of contact for transmission customers in all respects related to the transmission services provided by National Grid.

Principal Engineer, is the key point of contact for transmission customers in all respects related to the transmission services provided by National Grid and has other process related duties related to transmission transaction management, customer outreach and educations along with and technical advisory roles.

Transmission Commercial Services Account Manager, is the key point of contact for transmission customers in all respects related to the transmission services provided by National Grid.

REGULATION POLICY

Analyst (this includes Senior and Principal Analyst), provides analyses for regulatory and business strategy development.

Manager Regulatory Policy, responsibility for developing US wide regulatory strategy with a focus on FERC relationships, as well as NE regulatory processes.

Manager Market Development, manage market-related areas pertaining to regulation and industry policy for National Grid's US transmission business.

Principal Analyst, provide analyses for regulatory and business strategy development; represent National Grid in industry committees.

RELIABILITY COMPLIANCE

Auditor, assist the development of and coordinate various auditing projects, programs and initiatives to establish National Grid's Compliance program; audit compliance of reporting departments with the standards of NERC and NPCC as they evolve through time.

Coordinator, responsible for coordinating all aspects of the compliance audit functions in the Reliability Compliance Program; liaison with Risk Registration and other compliance related activities in National Grid; lead the development of and coordinate various auditing projects, programs and initiatives to establish National Grid's Compliance program as a Premier program in the industry.

Principal Analyst, implement the Compliance Management system; create and publish compliance reports to support the various reliability compliance associated initiatives; assist with detailed analysis supporting audits of National Grid Compliance obligations.

VP Reliability Compliance, responsible for ensuring compliance with the new mandatory reliability standards resulting from the creation of a national Electric Reliability Organization (ERO).

TRANSMISSION NETWORK OPERATIONS
November 9, 2007

CONTROL CENTER NEW ENGLAND

Coordinator (Application), coordinate outage applications for work on the New England Transmission System and submit outage applications in accordance with agreed guidelines; schedule appropriate personnel responsible for switching outage applications; perform preliminary outage analysis to ensure overall system security can be safely maintained.

Manager Control Center, monitors, controls, and operates National Grid's transmission system in New England.

Principal Training Representative, develops and delivers training programs and simulator scenarios for operators and support personnel in New England and New York.

Project Manager EMS, directs the development, implementation, and evaluation of the design; construction and testing in order to ensure completion of EMS project as efficiently and effectively as possible. Manage the specification, delivery, installation, test, and training of the T&D EMS project in both the NY region and NE region. Familiar with a variety of the field's concepts, practices, and procedures; leads and directs the work of others.

Security Operator/Team Leader, responsible for system security, authorization of outages, and overall operation of the New England transmission system. Also responsible for REMVEC Satellite system security. Directs response to system emergencies.

Supervisor Transmission Control Room, responsible for day-to-day operation of the New England control room - including schedules, personnel, and technical issues.

System Control Center Operator, monitors, assesses and responds to all alarms. Responsible for all switching and tagging functions & coordination with field personnel.

CONTROL CENTER NEW YORK

Lead Senior Engineer, perform system studies, maintain EMS security software, provide control room technical support, contribute to development & review of operating criteria & policies, and provide input to the NYISO on the resolution of operating problems.

Manager Control Center, monitors, controls, and operates National Grid's transmission system in New York State.

Security Operator/Team Leader, responsible for system security, authorization of outages, and overall operation of the New England transmission system. Also responsible for REMVEC Satellite system security. Directs response to system emergencies.

Supervisor Transmission & Security Dispatch, responsible for day-to-day operation of the New York control room, including schedules, personnel, and technical issues.

System Control Center Operator, is liaison between NYISO & generators, notifies generators of reserve pick-up requirements, ensures that generators are at their base points, tracks generator de-rates, schedules through the ISO, out of merit generation, and verifies/corrects generator schedules as necessary.

TRANSMISSION NETWORK OPERATIONS
November 9, 2007

OPERATIONAL PLANNING AND REVIEW

Analyst (this includes Senior and Principal Analyst), assist in maintaining a Transmission outage plan that meets the requirements of internal customers for access to the Transmission system, ensures overall system security and is also optimized to both identify transmission congestion costs and to manage these costs within the agreed budget.

Coordinator Transmission Dispatch, coordinate, optimize and process outages for the transmission system, within all timescales; lead outage coordination team.

Coordinator Transmission Outage, coordinate outage applications for work under the jurisdiction of the REMVEC satellite and submit to ISO-NE / RTO following NOP-3 guidelines.

Engineer, (this includes Senior Engineer), coordinates and schedules outages, follow-ups on and learns from system disturbances, and enhances outage data provision within the organization. Monitors and benchmarks network performance, tracks and reports on network performance KPI's, and facilitates reliability data provision within NTB.

Manager Operational Planning and Review, responsible for outage scheduling, performance monitoring, benchmarking, and post event review.

TRANSMISSION ASSET MANAGEMENT

November 9, 2007

TRANSMISSION PLANNING

Director Transmission Planning, manages planning, systems engineering and operations support of the National Grid USA bulk transmission assets.

Engineer (this includes Associate, Senior, Principal, Lead Senior and Consulting Engineer), conduct analytical studies for transmission system expansion, interconnection of new generation, and load to the transmission system. The engineer is also responsible for application engineering for all major transmission equipment.

Manager Transmission Planning, responsible for directing and managing the planning of transmission infrastructure planning, transmission supply planning and transmission interconnection planning for generation and load customers.

TRANSMISSION LINE ENGINEERING

Engineer (this includes Associate, Senior, Lead Senior, and Consulting Engineer), perform all aspects of transmission line project management and engineering, including design, estimating, licensing, scheduling, material acquisition, construction inspection, and oversight of engineering and environmental consultants.

Manager Transmission Line Engineering Services, optimize the reliability performance of the overhead transmission system by developing and implementing project-specific engineering solutions, developing and managing work plans, and administering the transmission capital budget.

Senior Designer, create and maintain transmission line drawings, diagrams, maps, databases, and records using CADD software.

Supervisor, supervise the New York-based union-represented personnel in Transmission Line Engineering; provide support to the Transmission Line Engineering manager and engineers, including engineering, design, cost estimates, design schedules and construction schedules.

ASSET STRATEGY

Analyst (this includes Senior and Principal Analyst), develop and set policy, strategy and processes for asset replacement, system spares, engineering and maintenance of all classes of Transmission's line assets consistent with Transmission's business strategy.

Engineer, develop and set policy, strategy and processes for asset replacement, system spares, engineering and maintenance of all classes of Transmission's line assets consistent with Transmission's business strategy.

Manager Asset Strategy, responsible for the development of policy, strategy and processes for Transmission Asset Management to optimize the long-term security and delivery capability of the transmission system that is cost-effective, safe and environmentally sound.

TRANSMISSION ASSET MANAGEMENT

November 9, 2007

Lead Senior Engineer, responsible to collect and analyze data regarding the condition and performance of the NY transmission assets; will provide input and recommendations for the final report based on their analysis.

Principal Analyst, responsible to collect and analyze data regarding the condition and performance of the NY transmission assets; will provide input and recommendations for the final report based on their analysis.

Project Manager, produce and own the project plan and final report; liaison to Transmission Asset Management- US (asset owners) and NY Operations Management (historically the asset maintainers) on project status and results.

INVESTMENT MANAGEMENT

Associate Analyst (this includes Analyst and Principal Analyst), responsible for maintaining, analyzing and reporting Transmission Asset investment information; establishing and reporting project schedules and forecasts across the portfolio; maintaining, analyzing and reporting technical data and preparing information for survey or compliance requirements.

Coordinator, responsible for publishing the annual work plan for US Transmission which includes all capital and expense activities. In addition, the position is responsible for tracking performance against the work plan including all safety, environmental, and health metrics.

Director Transmission Investment Management, is responsible for the Phase I and Phase II facilities including O&M budgets for three companies, operations and maintenance.

Engineer, (this includes Associate Engineer) interface closely with Distribution Operations, who support Transmission Business, in the development and tracking of the annual Work Plan; develop and enforce compliance with Service Level Expectation Plans.

Lead Senior Engineer, interface closely with Distribution Operations, who support Transmission Business, in the development and tracking of the annual Work Plan; develop and enforce compliance with Service Level Expectation Plans; assist in the development and documentation of processes for the Network Services Delivery group.

Manager Portfolio Implementation Management, Direct the development of an efficient Implementation Plan for Transmission's portfolio of construction and maintenance investments.

Senior Analyst, provides budget, spend, and forecast support to our CapEx program; financial analysis and reporting is provided across the portfolio of active projects to the Director and on a project by project basis to the Project Management team.

PROJECT MANAGEMENT

Manager Project Management, direct the effective and efficient implementation of Transmission's construction projects from conception to completion through the management of Project Managers, Project Engineers, and Scheduling Analysts.

Principal Analyst, monitor the service partners to determine compliance with work plan completion targets and letter of assurance requirements.

TRANSMISSION ASSET MANAGEMENT
November 9, 2007

Project Manager (this includes Principal Project Manager), manage electric transmission line and substation projects, including new facilities, major additions, rehabilitation and retrofit projects.

Senior Engineer, generate and analyze project resources, and outage and material forecasts for Substation and Transmission Line projects using Project Management software systems such as Primavera P3; to take a lead role with Construction, Engineering Managers, Project Managers to perform resource leveling and project scheduling.

FORESTRY STRATEGY

Forester (this includes Senior Forester), carry out field level implementation of the transmission vegetation management program. Duties include planning, budgeting and auditing the NG right-of-way vegetation management program.

Manager Transmission Forestry Strategy, optimize transmission system safety and reliability performance by developing and implementing right-of-way and substation vegetation management programs. Deliver responsive and cost-effective service in compliance with applicable safety and environmental regulations and company policies.

ELECTRICITY DISTRIBUTION

November 9, 2007

Director Dispatch & Control: provides director level oversight to the Substation-Subtransmission control center in Westboro MA, the Distribution Dispatch Control center in Lincoln Rhode Island and the Distribution trouble center. These organizations, monitor, direct switching activities and dispatch field resources as necessary to assure reliable service to the <69KV National Grid USA (New England) electrical network.

Director Dispatch & Control NMPC: provides director level oversight for the Regional Dispatch and Control Centers in NY. These organizations monitor, direct switching activities, dispatch field resources, provide real-time operation, and provide EMS RTU and control center technical support, for the National Grid USA (New York) transmission and distribution network.

Dir Distribution Systems Planning: this position is responsible for the capability and operability of distribution substation and feeder system and coordination with Transmission planning for the overall distribution system.

Director Substations Engineering Services: accountable for the effective planning, organizing, staffing, controlling, and directing of group labor, time and cost resources for the electrical design and drafting, and procurement of equipment relating to the electrical engineering of High Voltage and Extra High Voltage electric sub-station construction projects.

Director System Protection and Electric Meter Engineering: accountable for formulating policy, approving design and evaluating the operation of the Electric Protection Systems, including the coordination with adjacent utilities on all transmission interconnections, for the National Grid transmission, distribution, and non-nuclear generating facilities. Manage the System Protection Engineering Unit.

Manager Distribution Planning: responsible for the development of plans to ensure the capability, operability and performance of the electric sub-transmission and distribution systems.

Manager Engineering Consulting Services: responsible for developing effective relations with those consultants that could provide design and/or construction services.

Manager Network Plan & Reliability: responsible for managing the staff and operations of the Network Planning & Reliability department across National Grid USA towards the goal of improving the asset health of the electric delivery system, considering safety, reliability, and customer satisfaction; develop and engineer efficient system enhancement projects/programs in accordance with various asset management policies and procedures for consistent application across the entire service territory.

Manager Processing Systems: direct the implementation of system protection design standards and asset health strategies through it consultation with the substation engineering and design, transmission planning, distribution planning and the relay testing and commissioning groups.

Manager Protection Eng: responsible for directing the implementation of system protection design through the management of the Protection Engineering Department and in consultation with the Substation Engineering, Substation Design, Transmission Planning, Electric Distribution Planning and Relay and Telecommunications Operations Departments.

Sr VP Customer Operations: responsible for unified field customers operations, including metering services; responsible for overall planning, operations and control of distribution systems; directs the maintenance, protection and improvement of all distribution equipment and facilities.

ELECTRICITY DISTRIBUTION
November 9, 2007

VP Distribution Engineering and Asset Management: responsible for directing the identifying and developing work from asset strategies and reliability and network loading criteria; also directs planning studies, provides technical support to operations and develops projects for work plan consideration; acts as primary technical interface with New England regulations.

Sr VP Network Strategy: responsible for developing and maintaining a centralized Network Strategy function to drive consistency in developing, prioritizing and designing asset based work plans for the electric distribution business, and, provide industry-wide leadership in national policy issues and organizations in regions company operates in.

NETWORK PLANNING & RELIABILITY

Engineer (this includes Associate, Senior, Principal and Lead Senior Engineer), responsible for development of an Asset Management Strategic Plan considering the age/condition profiles for key assets and long range issues/plans by planning area; monitor and direct the development of the FHIST application to deliver increased functionality and user friendliness; ensuring the tool is ready for performing the annual Feeder Health Assessment.

Engineering Planner, conducts short and long range area supply and distribution studies and recommend system facilities changes to provide economic and reliable electricity delivery for customers; plans, designs and specifies equipment for electrical system according to applicable codes and standards.

SYSTEM PROTECTION AND ELECTRIC METER ENGINEERING

Analyst, Engineering Project Management Group (this includes Senior and Principal Analyst), generate and analyze project resources and outage and material forecasts for substation and transmission line projects using project management software systems.

Engineer, Protection Engineering, (this includes Associate, Senior, Principal and Lead Senior Engineer), evaluates, selects, sets and designs protective systems for substation and transmission facilities.

Senior Designer, design and develop protective relaying systems for existing and new facilities, and calculate settings for the proper functioning of these systems.

PROCESS SYSTEMS ENGINEERING

Coordinator, coordinate operations issues between the three New York divisions and New England's Relay and Telecommunications Operations Groups.

Engineer (this includes Associate, Principal and Lead Senior Engineer), ensure appropriate review and analysis of root cause contributors to interruptions and disturbances on the transmission and sub-transmission system.

NEW ENGLAND DISTRIBUTION DISPATCH AND CONTROL
November 9, 2007

Associate Operator, will work closely with distribution control center operators and will issue certain switching and tagging orders to the field, such as setting distribution circuits non-reclosing and re-energizing feeders that have been reported clear.

Coordinator System Control Center, provides work application coordination to the Substation- Sub transmission control center at Westboro MA. This organization, monitors, direct switching activities and dispatches field resources as necessary to assure reliable service to the <69KV sub transmission and substations within the NG USA (New England) electrical network.

Coordinator System Control Center, provides work application coordination to the Distribution control center at Lincoln, RI. This organization, monitors, direct switching activities and dispatches field resources as necessary to assure reliable service to the distribution system within the NG USA (New England) electrical network.

Manager Distribution Dispatch, provides manager level oversight to the control center. This organization, monitors, direct switching activities and dispatches field resources as necessary to assure reliable service to the Distribution systems within the southern divisions of NG USA (New England) electrical network.

Manager Substation & Subtransmission Dispatch, provides manager level oversight to the Substation-Subtransmission control center in Westboro MA. This organization, monitors, direct switching activities and dispatches field resources as necessary to assure reliable service to the <69KV subtransmission and substations within the NG USA (New England) electrical network.

Principal Training Representative, train, develop, mentor and coach new control center operators from initial entry into the department through their becoming fully rated transmission and security system operators. Perform periodic refresher training for fully rated operators to maintain and improve skills as well as to incorporate new systems and procedures.

Shift Supervisor Control Room, provide supervision/leadership of daily shift operations of the Dispatch & Control organization.

Superintendent Distribution Dispatch and Control NE, provides supervisor level oversight to the Distribution Control Center at Lincoln, RI. This organization monitors and directs switching activities and dispatches field resources as necessary to assure reliable service to the distribution system within the NG USA (New England) electrical network.

Superintendent Distribution Dispatch and Control NE, provides supervisor level oversight to the Substation- Sub transmission control center at Westboro MA. This organization, monitors, direct switching activities and dispatches field resources as necessary to assure reliable service to the <69KV sub transmission and substations within the NG USA (New England) electrical network.

System Control Center Operators, Distribution Dispatch and Control NE, Westborough, MA, monitors and directs switching for the safe and reliable operation of the substations and sub-transmission system within the NG (New England) electrical network.

System Control Center Operators, Distribution Dispatch and Control NE, Lincoln, RI, monitors and directs switching for the safe and reliable operation of the distribution system within NG (New England) electrical network.

NEW YORK DISTRIBUTION DISPATCH AND CONTROL
November 9, 2007

Chief Service Dispatcher, under general supervision, to work with, train and direct Service Dispatchers; to be responsible for planning, assigning, and recording of work orders; to perform responsible work.

Manager Distribution Dispatch NY, provides manager level oversight for System Operations Dispatch in Syracuse, NY. This organization provides the dispatch function primarily for the NY Service Department, and also provides the interface with public emergency agencies such as fire and police departments, supporting both the gas and electric businesses.

Manager Distribution Dispatch Project, provides guidance and direction to the staff of the three NY Regional Control Centers and the System Dispatch group in the planning and implementation of various projects involving new technologies and processes directed toward the ongoing efficiency of these operations.

Manager Regional Control Western, provides manager level oversight for the Western Regional Control Center (WRCC) in Buffalo, NY. This organization monitors, directs switching activities and dispatches field resources as necessary to assure reliable service to the transmission and distribution systems serving the Frontier and Western Regions of New York.

Manager Regional Control Center Central, provides manager level oversight for the Central Regional Control Center (CRCC) in Syracuse, NY. This organization monitors, directs switching activities and dispatches field resources as necessary to assure reliable service to the transmission and distribution systems serving the Central, Northern and Mohawk Valley Regions of New York.

Manager Regional Control East, provides manager level oversight for the Eastern Regional Control Center (ERCC), in Guilderland, NY. This organization monitors, directs switching activities, and dispatches field resources as necessary to assure reliable service to the transmission and distribution systems serving the Capital and Northeastern Regions of NY.

Regional Operator, under the general supervision to control, direct and monitor electric substations, hydro-generating stations, transmission networks and distribution facilities within a Regional Control Center's jurisdiction including making load, voltage and reactive adjustments using state of the art equipment.

Relief Operator, under general supervision to control, direct and monitor electric substations, hydro-generating stations, transmission networks and distribution facilities within a Regional Control Center's jurisdiction including making load, voltage and reactive adjustments using state of the art equipment.

Scheduling Supervisor, produces daily, short-cycle, work schedules for field crews. Coordinates short-schedules with field supervisors, area resource coordinators and customer service personnel.

Senior Training Representative, primarily responsible for training, development, mentoring and coaching new control center operators from initial entry into the department through their becoming fully rated and experienced system operators

Service Dispatcher, under general supervision on a shift or schedule in a combination gas and electric area, in the Service Department, to analyze all calls and to assign or reassign Service Representatives, line crews or gas operating crews under emergency or routine conditions.

NEW YORK DISTRIBUTION DISPATCH AND CONTROL
November 9, 2007

Shift Supervisor Control Room, responsible for all activities on a shift, including supervision of represented personnel, for the region. This organization monitors, directs switching activities, and dispatches field resources as necessary to assure reliable service to the transmission and distribution systems.

Supervisor, responsible for all activities on a shift, including supervision of represented personnel, for the region. This organization monitors, directs switching activities, and dispatches field resources as necessary to assure reliable service to the transmission and distribution systems.

ENGINEERING AND ASSET MANAGEMENT
November 9, 2007

Designer (this includes Design Representative and Senior Design Representative), responsible for creating work orders in the STORMS system for UG orders associated with our AC secondary networks on the distribution system, as well as for orders on the sub-transmission and Transmission system.

Engineer (this includes Associate, Senior, Principal and Lead Senior), works closely with district operations providing technical support on a wide range of issues on electrical distribution systems.

Engineering Planner, administer DRAC for BSE; use PowerPlant tool and work with operations planner to integrate DRAC and implementation plans; ensures the process follows governance and meets objectives of committee.

Manager Distribution Asset Management, has responsibility in a senior leadership role for the functional direction of the reliability engineers.

Manager Distribution Field Engineering, responsible for managing the staff and operation of a divisional Distribution Asset Management department towards the goal of improving the asset health of the electric delivery system, considering safety, reliability, and customer satisfaction; manage the development of project recommendations based on sound engineering, design and cost/benefit analysis; actively participate in the divisional DRAC meetings to ensure the work plan is managed to achieve the best possible results.

Project Manager, works closely with district operations providing technical support on a wide range of issues on electrical distribution systems.

**ENGINEERING SERVICES (SUBSTATION ENGINEERING)
November 9, 2007**

SUBSTATION O&M SERVICES NEW YORK

Coordinator, provides support for the operations and maintenance of the NG companies' substation apparatus.

Engineer (this includes Associate and Lead Senior Engineer), provides support for the operations and maintenance of the NG companies' substation apparatus.

Manager, accountable for the staffing and direction of the labor that provides support for the operations and maintenance of NG companies' substation apparatus.

Senior Analyst, provides support for the maintenance management and maintenance parts inventory system for substations.

SUBSTATION O&M SERVICES NEW ENGLAND

Coordinator, provides support for the operations and maintenance of the NG companies' substation apparatus.

Coordinator Substations, provides support for the operations and maintenance of the NG companies' substation apparatus.

Engineer (this includes Senior and Lead Senior Engineer), provides support for the operations and maintenance of the NG companies' substation apparatus.

Manager Substation O&M Services NE, accountable for the staffing and direction of the labor that provides support for the operations and maintenance of NG companies' substation apparatus.

Principal Engineer, responsible for specification, evaluation, selection of electrical apparatus for substations in NY and New England; provides technical support to internal and external departments for the application, operation and maintenance of electrical substation apparatus; determines long-range maintenance philosophies for substation electrical apparatus.

SUBSTATION ENGINEERING NEW ENGLAND

Engineer (this includes Associate, Senior, Principal and Lead Senior Engineer), plans and design electrical substation facilities on a conceptual basis complying with environment, safety, NESC and National Grid standards and policies.

Manager, responsible for the effective and efficient design of substations in the Company's New England service area; this includes new facilities and the addition to, or revision of existing facilities; ensures that all designs are in compliance with the NESC and Company standards; working in coordination with the Manager, Engineering and Design New York responsible for the development of Substation design and construction standards.

ENGINEERING SERVICES (SUBSTATION ENGINEERING)
November 9, 2007

SUBSTATION DESIGN

Analyst (this includes Senior Analyst), coordination and management of the documents and the electronic document management systems; technical support for the management, operation and maintenance of the computer systems and applications used in the design and engineering of substations.

Designer (this includes Associate, Senior and Lead Senior Designer), develops the designs for components of construction, electrical and mechanical projects, prepares and maintains related diagrams, maps and records in addition to drafting work as required.

Manager Substation Design, responsible for directing the implementation of effective, timely and efficient substation design.

ENGINEERING AND DESIGN

Analyst, responsible for scheduling resources and projects/work for the department.

Engineer (this includes Associate, Senior, Principal and Lead Senior Engineer), plans and designs electrical substation facilities on a conceptual basis complying with environmental, safety, NESC and NG standards and policies.

Manager Design, responsible for directing the implementation of effective, timely and efficient substation design.

Manager Engineering & Design, responsible for the effective and efficient design of substations in the Company's New York service area; this includes new facilities and the addition to, or revision of, existing facilities; ensures that all designs are in compliance with the NESC and Company standards; working in coordination with the Manager, Engineering & Design New England responsible for the development of Substation design and construction standards.

ENERGY PORTFOLIO MANAGEMENT
November 9, 2007

Director Energy Markets Analytics: Responsible for operating market-forecasting models and optimization tools for use in the strategic investment analysis process; conducting market analyses; development of quantitative methodologies to assess physical and financial energy and fuel transactions; developing risk mitigation strategies including the use of derivative instruments; runs models to evaluate potential asset acquisition and divestiture opportunities.

Director of Gas Contracting: responsible for negotiating agreements for the acquisition of long term gas supply and transportation capacity for National Grid's regulated gas distribution companies.

Director Gas Supply Planning: Directly responsible for all planning related to National Grid's regulated natural gas resource portfolios.

Director Gas Supply & Transportation, ensure that the necessary gas planning effort is done to determine the requirements of our customers and how those requirements can be met either through supply, customer transportation or demand resources. Develop and execute strategies to implement the plans. Direct or develop, negotiate and execute contracts for the procurement of gas supplies, hedging of price risks, pipeline capacity (including new interconnections), storage and peaking services.

Director Origination: Directly responsible to maximize the value generated from the latent assets for all of National Grid's regulated utilities.

Director Regulated Electric Load & DG, directs the procurement of the power supply portfolio required to fulfill the provider of last resort service obligations of the National Grid distribution companies to their retail customers; directs the completion of the divestiture of New England Power Company's residual generation interests; represents National Grid on various committees in the New England Power Pool; directs the supply procurement and contract management as well as distributed resource interconnections for LIPA.

Director Regulated Gas Supply: Directly oversees all short-term (less than one year) regulated gas commodity trading, scheduling and additional support activities related to National Grid's regulated natural gas utilities and LIPA.

Director Strategic Execution & Compliance: responsible for ensuring that the business and technological tools required by the organization are procured, developed, maintained, and updated; liaises between the front office and back and mid-offices to ensure front office compliance with accounting and risk protocols and the general regulatory framework; and works with the front office and Energy Market Analytics for long and short-term deal development and structuring.

Director Unregulated Energy Supply: Directly oversee all short-term (less than one year) natural gas and fuels trading and additional support activities related to National Grid's unregulated business.

Director, Wholesale Market Relations: responsible for managing relationship of National Grid Energy Portfolio Management organization with NYISO and ISONE wholesale electric markets, with an emphasis on emerging and operational market issues.

Manager Energy Arrangements, provides management support to the VP Energy Supply New England in (1) the administration and procurement of power supplies to fulfill National Grid's provider of last resort service obligations, (2) the completion of the divestiture of New England Power Company's residual generation interests, and (3) the representation of National Grid on various committees in the New England Power Pool.

ENERGY PORTFOLIO MANAGEMENT

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Manager Gas Supply: Manages planning related to National Grid's New England regulated natural gas resource portfolios.

Manager Gas Supply Operations, manage the overall gas supply operations strategy to secure a least cost reliable gas supply for the Company as well as providing commercial and industrial gas customers with beneficial gas supply and storage services.

Manager Gas Supply Operations RI, manage and direct the purchase of all gas supply and resources to meet needs of customers; meet the gas supply objectives of the regulatory authorities and in compliance with company policies.

Manager Gas Transportation Services, manage and oversee Niagara Mohawk's transportation of customer or Marketer owned gas in accordance with contract or tariff requirements.

Manager Oil Supply: Manage LIPA oil traders and ensure reliable supply of residual fuel oil and distillate fuel oil to meet target inventory levels. Coordinate oil supply operations on a 24/7 basis.

Manager Power Trading Ravenswood: Manages all short-term (less than one year) power trading activities related to The Ravenswood Power Plant. Adopts strategies to optimize the Ravenswood facility and enhance financial performance within the Company's defined risk tolerance.

Manager Regulated Gas Scheduling: Manages all gas scheduling activities associated with National Grid's regulated natural gas transaction activities and LIPA.

Manager Regulated Gas Trading: Manages all short-term (less than one year) regulated gas commodity trading activities related to National Grid's regulated natural gas utilities and LIPA.

Manager Wholesale Markets, represents the interests of the New England distribution companies and New England Power Company in various forums on wholesale market issues.

Senior VP Energy Portfolio Management: Oversees the management of energy commodity portfolio.

VP Energy Transactions: Oversees all energy commodity transactions.

REGULATED GAS SUPPLY

Trader: Purchase and sell natural gas for the regulated utilities and LIPA to minimize ratepayer costs and maximize profits.

POWER TRADING

Trader: Maximize profits for Ravenswood by managing oil supply to ensure reliability, allowing utilization of cheapest fuel and accurately prepare month-end accounting.

UNREGULATED ENERGY SUPPLY

Trader: Responsible for strategically bidding the available Ravenswood generating units into the NYISO physical energy and ancillary services market.

ENERGY PORTFOLIO MANAGEMENT

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ORIGINATION

Trader: Analyze, execute and monitor both optimization and hedging strategies to maximize revenue and mitigate commodity risk associated with National Grid's regulated entities.

GAS SUPPLY PLANNING

Trader: Responsible for supporting planning functions related to National Grid's New England regulated natural gas resource portfolios.

ENERGY SUPPLY

Analyst (this includes Senior and Principal Analyst), perform all power purchase contract administration tasks. Perform analysis associated with contract modifications and customer savings; manage divestiture contracts and NY Power Authority contracts.

GAS SUPPLY OPERATIONS

Analyst (this includes Senior and Principal Analyst), schedules and coordinates Niagara Mohawk's transportation of customer or Marketer owned gas.

GAS SUPPLY TRANSPORTATION SERVICES

Analyst (this includes Principal Analyst), implement the company policies and procedures that allows for the delivery and transportation of customer or Marketer owned gas in accordance with contract or tariff requirements.

GAS SUPPLY OPERATIONS RI

Analyst, monitor and project current and future supply requirements and related supply costs; develop detailed supply and cost data to be used in various regulatory filings.

Gas Dispatch, dispatch daily gas supply; monitor and control the gas distribution system through SCADA system.

Manager, schedule gas supply to minimize cost, prevent penalties and maintain the reliability and integrity of the gas distribution system; account for and report, internally and externally, all volumetric data on gas sent out on a timely basis.

Supervisor, plan and coordinate gas supply purchases and deliveries; communicate supply issues to manager and supervise deliverability and refill scheduling with an emphasis on cost control.

GAS SUPPLY OPERATIONS

Analyst (this includes Senior and Principal Analyst), schedules and coordinates Niagara Mohawk's transportation of customer or Marketer owned gas.

ENERGY TRANSACTIONS

Director Electric Retail and Financial Markets: Manages KeySpan Energy Services, an unregulated business providing full service retail electric to commercial accounts as part of electric utility retail access programs.

ENERGY PORTFOLIO MANAGEMENT
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Director LIPA Electric Supply: Directly responsible for all short-term (less than three month) purchase and sale of capacity, energy and ancillary services to meet LIPA energy requirements in a least cost manner consistent with the Energy Management Agreement (EMA), regulatory policies and reliability constraints as well as establishing and adhering to guidelines. Provide power management services for all LIPA contracted generation and transmission capacity resources.

Director Unregulated Fuels: Directly oversee all short-term (less than one year) natural gas and fuels trading and additional support activities related to National Grid's unregulated business.

GENERATION OPERATIONS

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VP Generation Operations: Responsible for ensuring the safe, reliable and efficient operation and maintenance of seventy eight electric generating assets with a capacity of about 2,450 Megawatts (MW) in New York City and 4,100 MW under contract to LIPA on Long Island. This position is also ultimately responsible for generation compliance with all environmental and other regulatory requirements.

Director-Electric Production: Responsible for the production of reliable, efficient and cost effective power in the New York City and Long Island areas. This is accomplished by operating the Ravenswood (2,200 MW), Port Jefferson (350 MW), Barrett (350 MW), Northport (1,500 MW), Far Rockaway (100 MW) and Glenwood (200 MW) reheat steam generating facilities.

Plant Manager: Responsible for the plant's operation, maintenance and financial performance.

Manager, Performance Improvement: plant efficiency and reliability, plant process optimization, Non-destructive testing.

Director – Combustion Turbine: Responsible for the proper operation and maintenance of 1457 MW of capacity from 64 internal combustion units at various locations throughout Long Island and New York City, including the 250 MW Ravenswood Combined Cycle unit.

Plant Manager, Combustion Turbine: Responsible for managing the 250 MW Ravenswood Combined Cycle unit and the 17 Ravenswood Gas turbines.

Manager, Gas Turbines: Responsible for managing the Long Island fleet of 46 combustion turbine units.

Manager, Generation Material Services: Responsible for procurement, storage and delivery of plant supplies and components. Operates plant storerooms.

Director – Maintenance Services (MSD): Responsible for providing mechanical, insulation and shop services to the generating units, and for estimating, planning and execution management to complete all power plant, overhaul and capital improvement projects.

Manager, Plant Maintenance: Responsible for the in-house roving plant maintenance workforce in the performance of plant maintenance outages and overhauls.

Manager, General Shops: Responsible for the maintenance and parts fabrication for plant rotating equipment. Directs the rigging and transportation of large plant components.

Director – Power Engineering: Responsible for supporting the KeySpan generation assets and for providing full-scope engineering and design for project work and operational technical support for day-to-day operation.

Manager, Electrical Engineering: Responsible for all aspects of electrical engineering and controls engineering for the company's power generation plant including systems engineering and design and operations support.

Manager, Mechanical Engineering: Responsible for all aspects of mechanical engineering, systems engineering, mechanical design and operations support, fire protection engineering and environmental compliance support.

GENERATION OPERATIONS
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Manager, Engineering Analysis: Responsible for metallurgical and materials engineering, engineering mechanics, civil engineering and design and structural engineering and design.