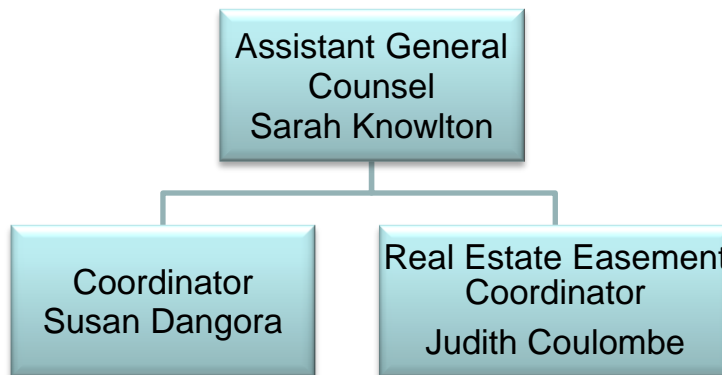


0013

Vacant Position

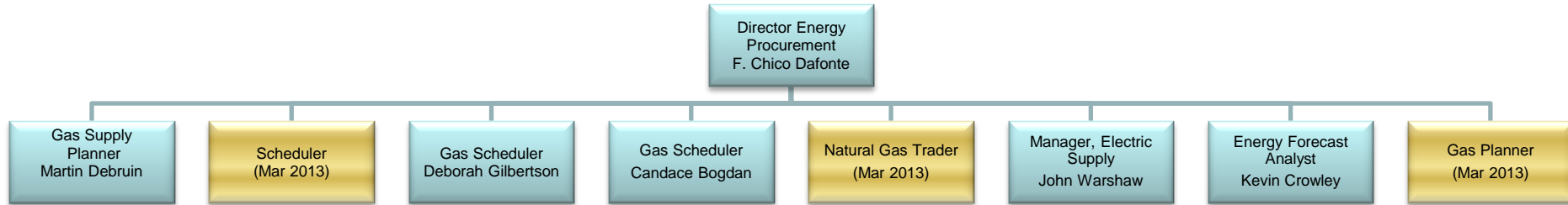
Legal



0014

Vacant
Position

Energy Procurement NH

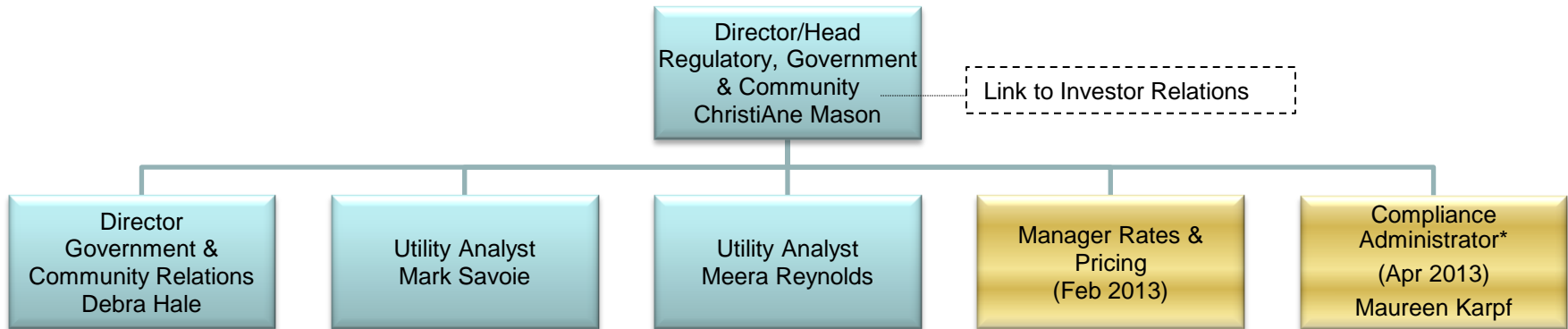


0015

Vacant
Position

Regulatory, Government, and Community Relations

Docket No. DE 13-063
Attachment MES-1
Page 4 of 13

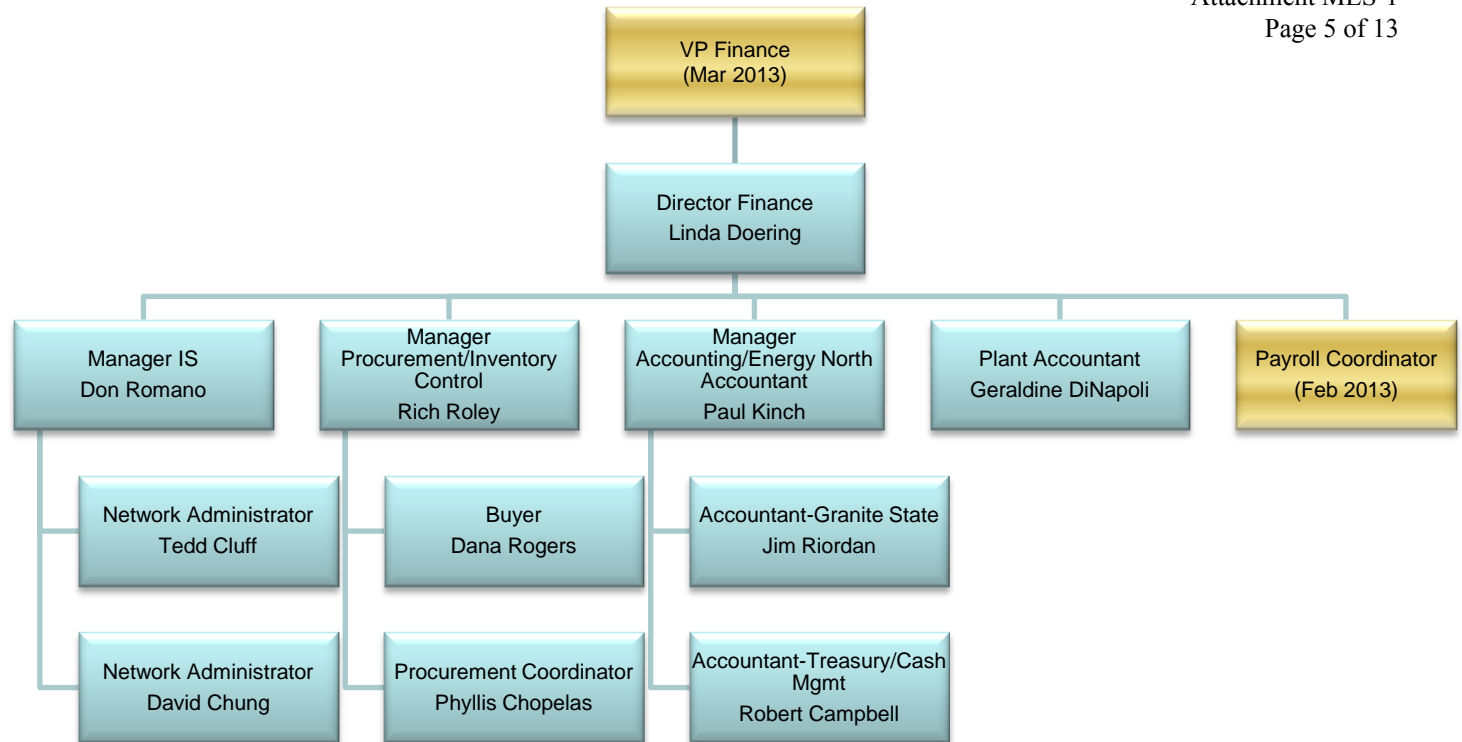


*Compliance Administrator is a full-time permanent position—Currently have external contractor filling role

0016

Vacant
Position

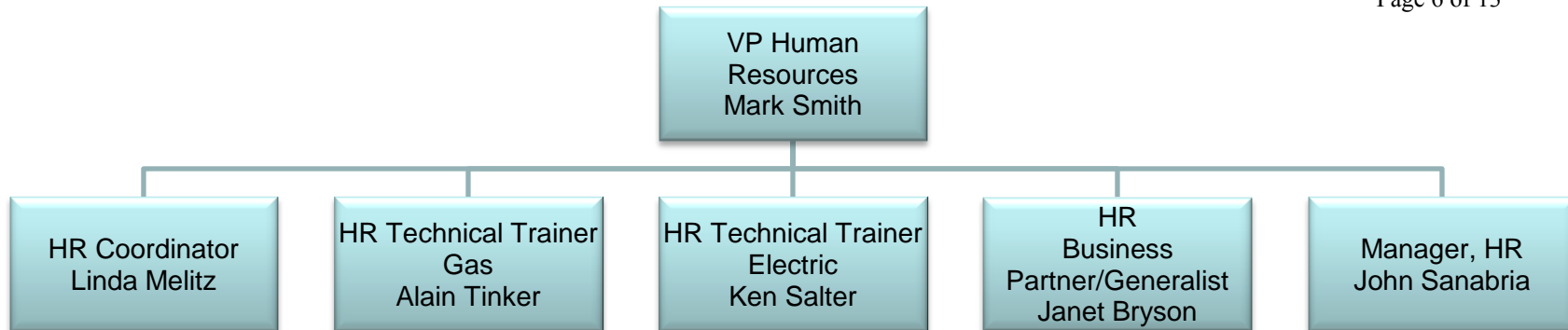
Finance



0017

Vacant Position

Human Resources

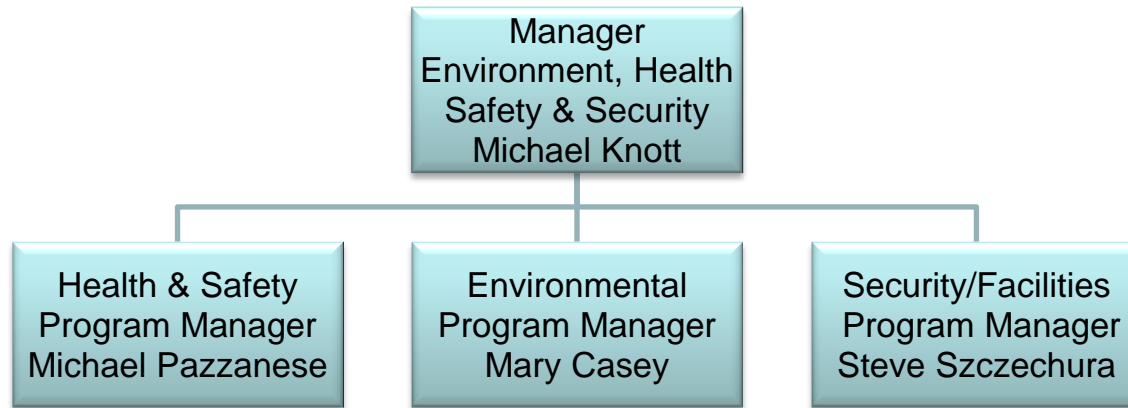


0018

Vacant
Position

Environment, Health & Safety

Docket No. DE 13-063
Attachment MES-1
Page 7 of 13

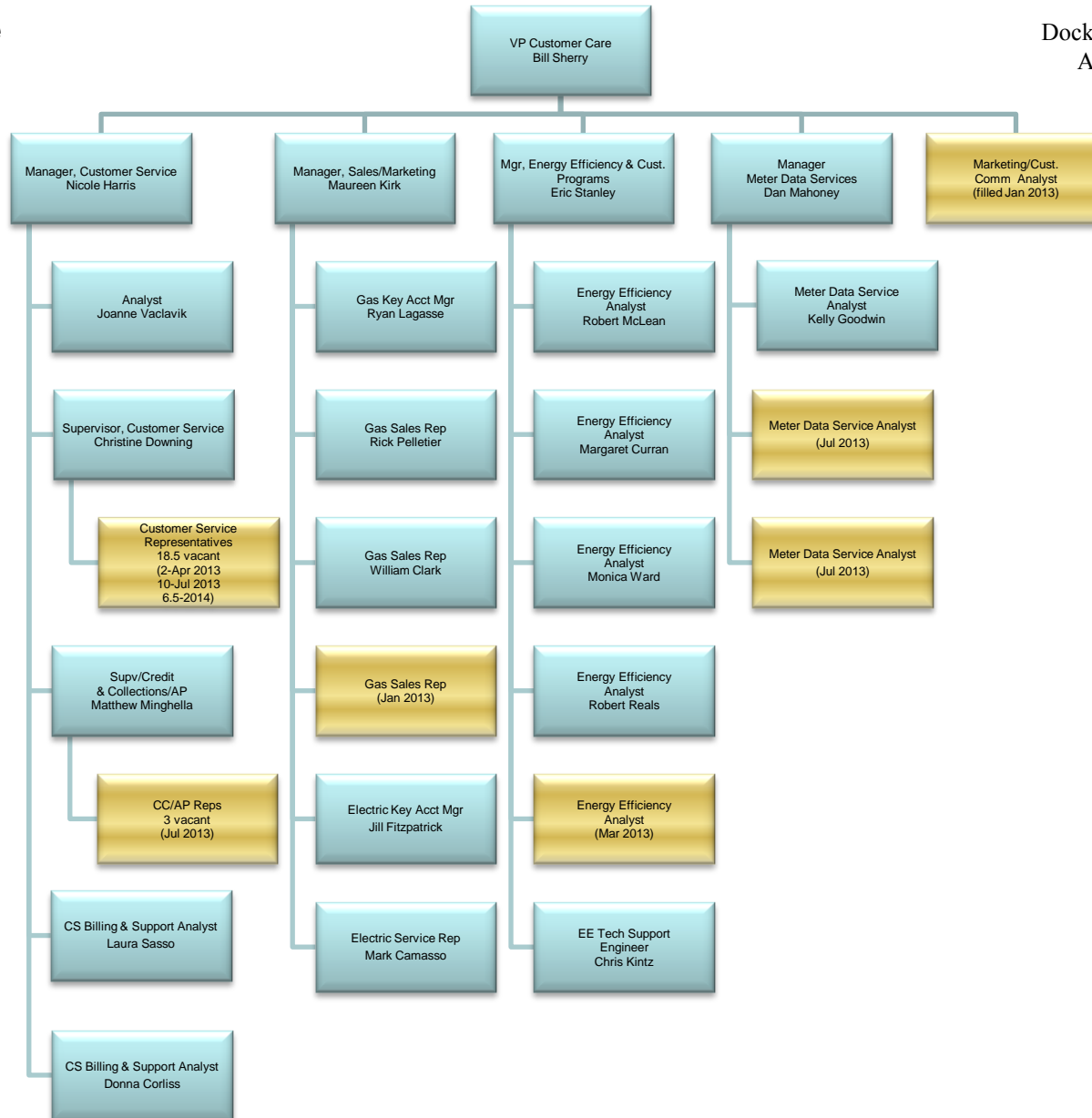


0019

Vacant
Position

Customer Care

Docket No. DE 13-063
Attachment MES-1
Page 8 of 13

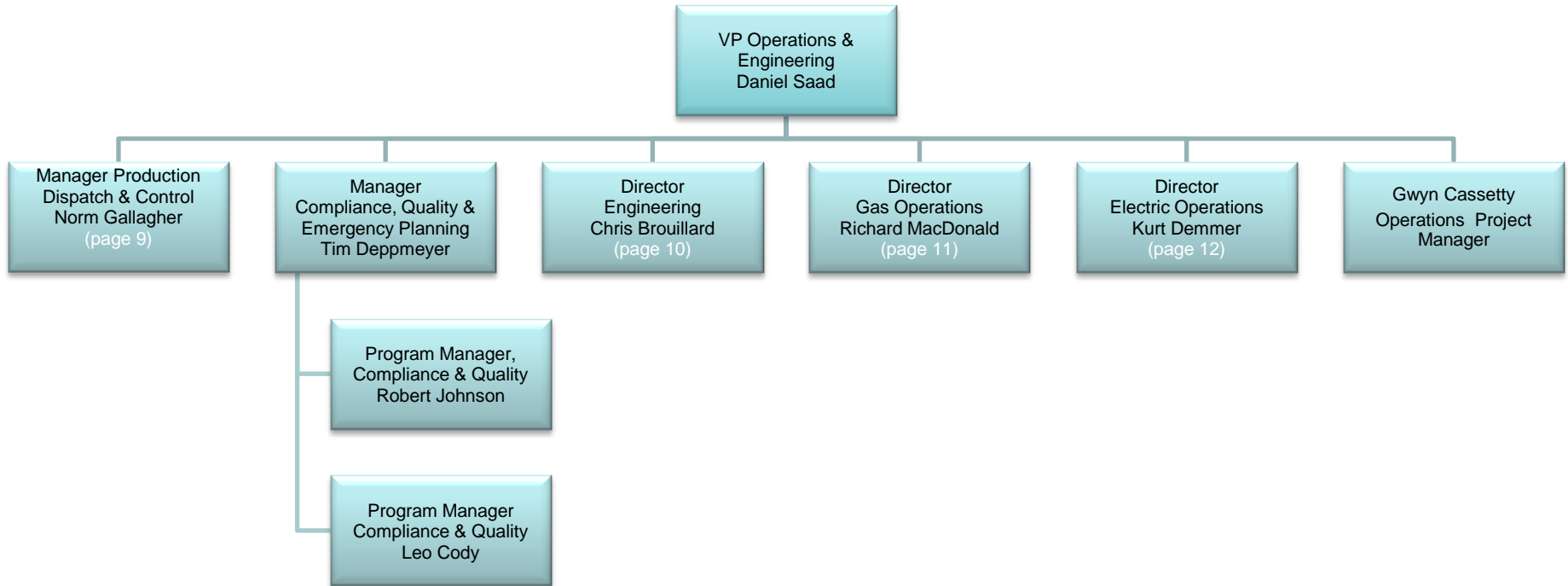


0020

Vacant
Position

Operations

Docket No. DE 13-063
Attachment MES-1
Page 9 of 13

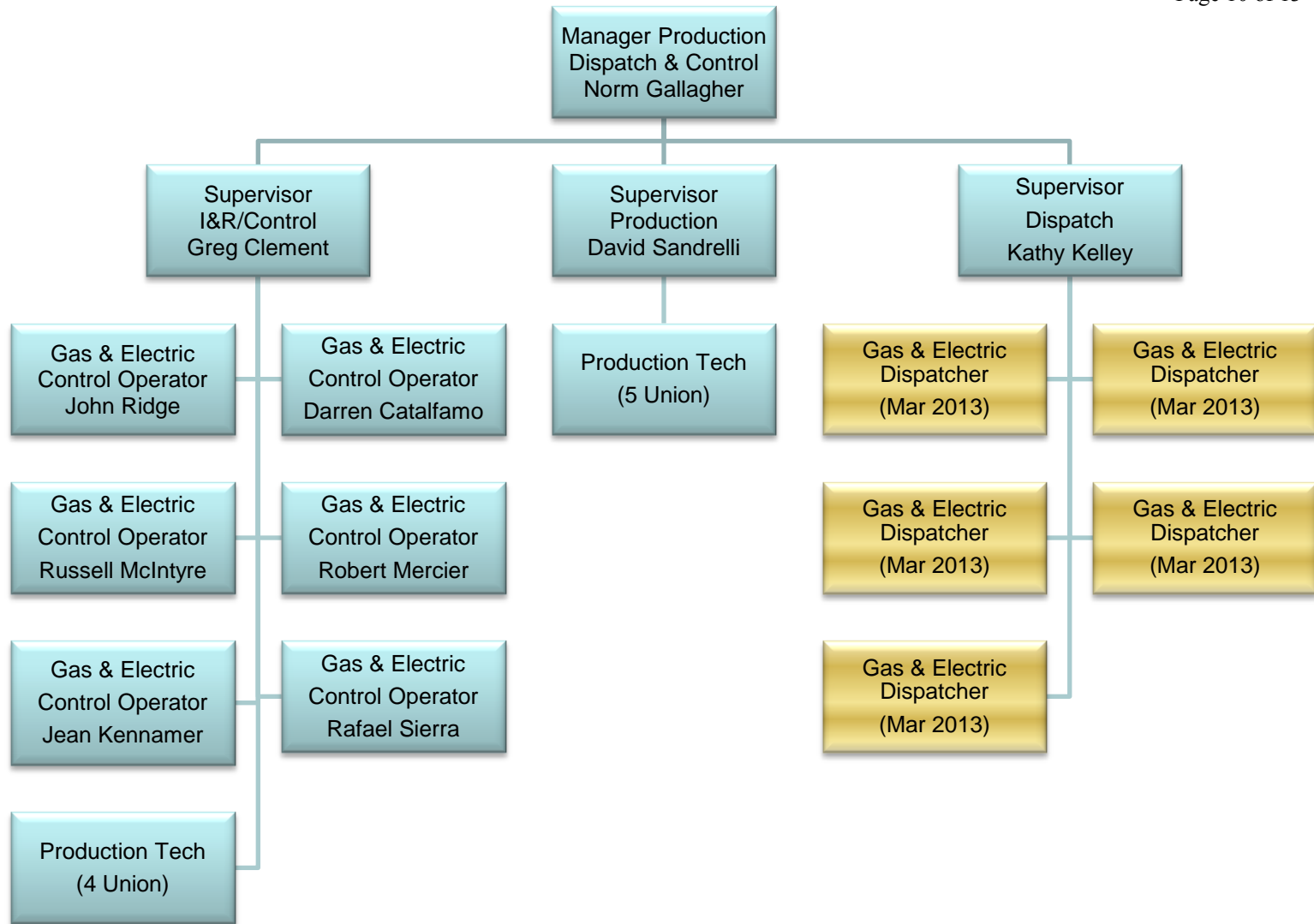


0021

Vacant
Position

Operations/Production, Dispatch & Control

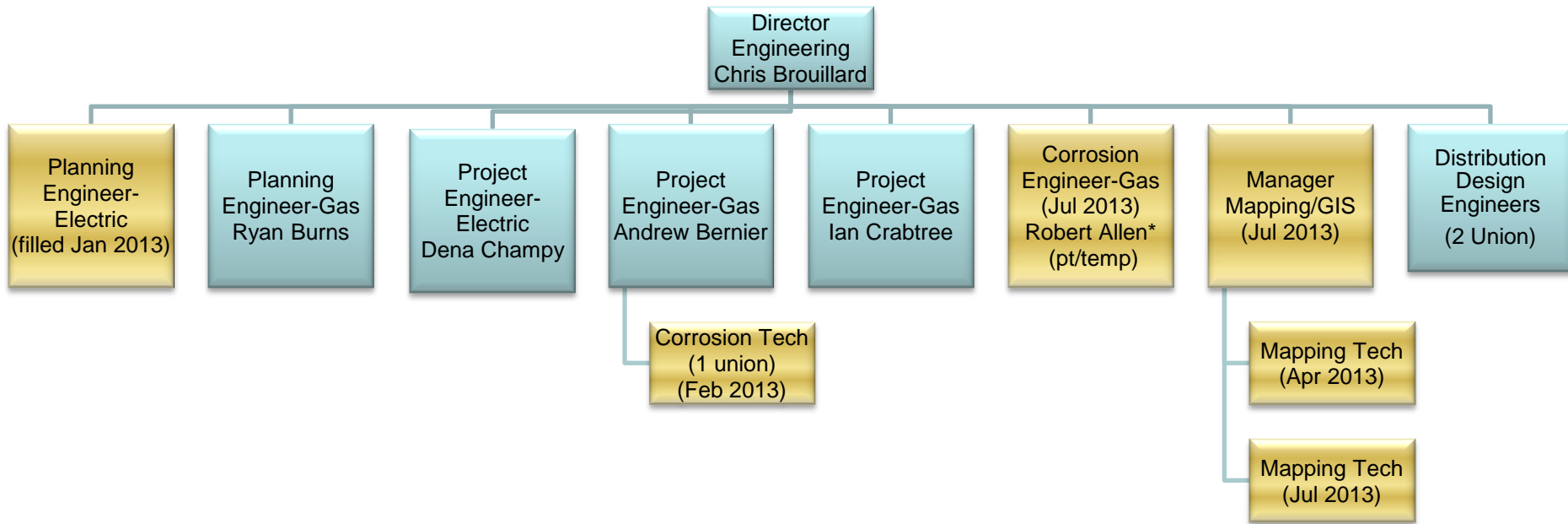
Docket No. DE 13-063
Attachment MES-1
Page 10 of 13



0022

Vacant
Position

Operations/Engineering



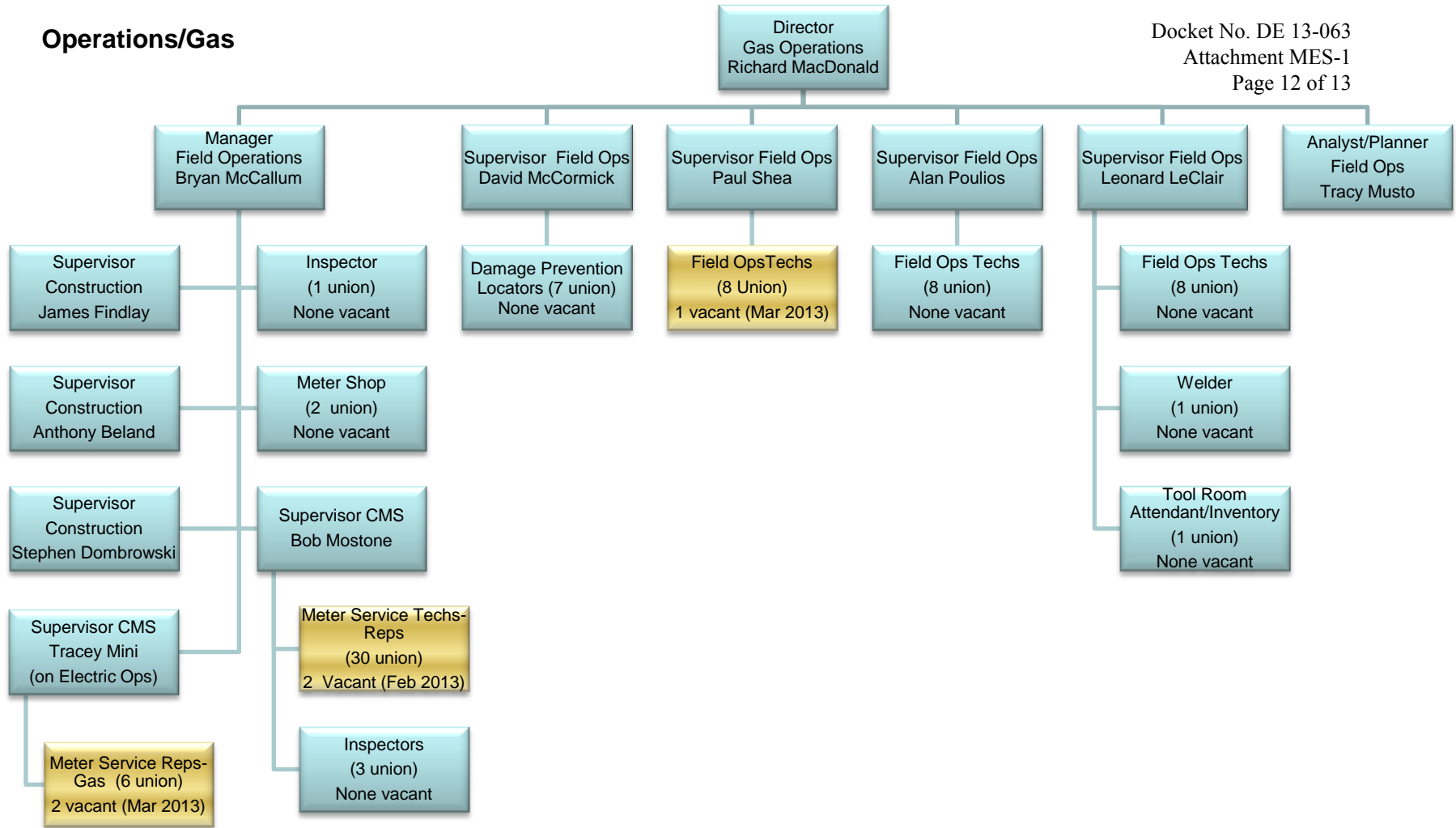
*Corrosion Engineer is a full-time permanent position—Currently have external contractor filling role

0023

Vacant
Position

Operations/Gas

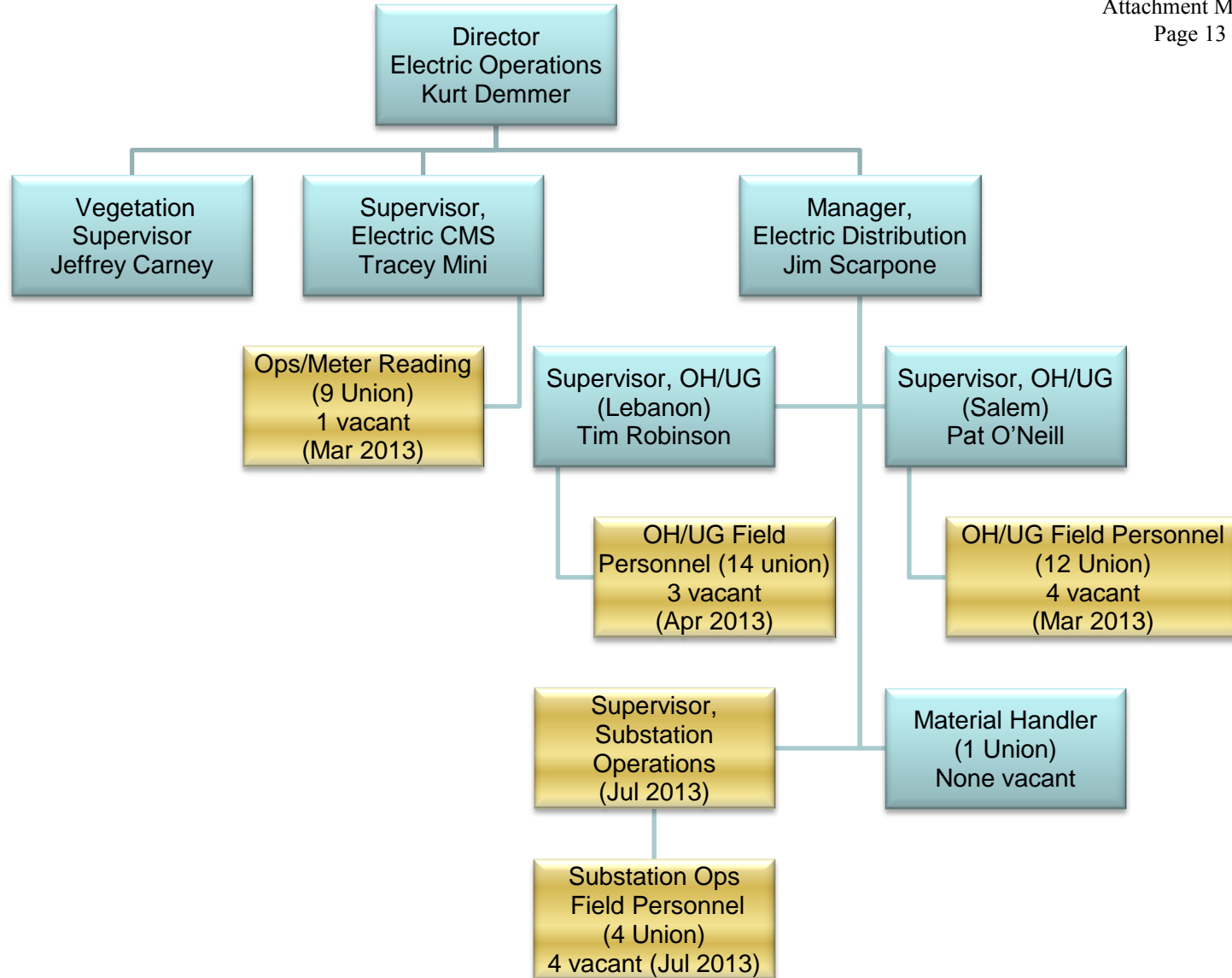
Docket No. DE 13-063
Attachment MES-1
Page 12 of 13



0024

Vacant Position

Operations/Electric



0025

Vacant
Position

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2013 Hiring Schedule-Granite State

Department	Job Title	Union	Scheduled Date to Fill	Date Filled
Govt/Reg & Comm Rel.	Manager Rates & Pricing	MGT	2/1/2013	
Govt/Reg & Comm Rel.	Compliance Administrator	MGT	4/1/2013	
Finance	Vice President	MGT	3/1/2013	
Finance	Payroll Coordinator	MGT	2/1/2013	2/1/2013
Customer Care	Customer Service Representative	MGT	4/1/2013	
Customer Care	Customer Service Representative	MGT	4/1/2013	
Customer Care	Customer Service Representative	MGT	7/1/2013	
Customer Care	Customer Service Representative	MGT	7/1/2013	
Customer Care	Customer Service Representative	MGT	7/1/2013	
Customer Care	Customer Service Representative	MGT	7/1/2013	
Customer Care	Customer Service Representative	MGT	7/1/2013	
Customer Care	Customer Service Representative	MGT	7/1/2013	
Customer Care	Customer Service Representative	MGT	7/1/2013	
Customer Care	Customer Service Representative	MGT	7/1/2013	
Customer Care	Customer Service Representative	MGT	7/1/2013	
Customer Care	Customer Service Representative	MGT	7/1/2013	
Customer Care	Customer Service Representative	MGT	7/1/2013	
Customer Care	CC/AP Representative	MGT	7/1/2013	
Customer Care	CC/AP Representative	MGT	7/1/2013	
Customer Care	CC/AP Representative	MGT	7/1/2013	
Customer Care	Energy Efficiency Analyst*	MGT	3/1/2013	
Customer Care	Meter Data Services Analyst	MGT	7/1/2013	
Customer Care	Meter Data Services Analyst	MGT	7/1/2013	
Customer Care	Marketing/Customer Communications Analyst	MGT	1/1/2013	1/14/2013
Ops/Prod-Disp-Ctrl	Gas & Electric Dispatcher	MGT	3/1/2013	
Ops/Prod-Disp-Ctrl	Gas & Electric Dispatcher	MGT	3/1/2013	
Ops/Prod-Disp-Ctrl	Gas & Electric Dispatcher	MGT	3/1/2013	
Ops/Prod-Disp-Ctrl	Gas & Electric Dispatcher	MGT	3/1/2013	
Ops/Prod-Disp-Ctrl	Gas & Electric Dispatcher	MGT	3/1/2013	
Ops/Engineering	Planning Engineer-Electric	MGT	1/1/2013	1/17/2013
Ops/Engineering	Manager GIS/Mapping	MGT	7/1/2013	
Ops/Engineering	Mapping Technician	MGT	4/1/2013	
Ops/Engineering	Mapping Technician	MGT	7/1/2013	
Operations/Electric	Working Leader Meter Reading	486	3/1/2013	
Operations/Electric	Lineworker 1/C	486	4/1/2013	
Operations/Electric	Crew Leader	486	4/1/2013	
Operations/Electric	Lineworker 1/C	486	4/1/2013	
Operations/Electric	Crew Leader	326	3/1/2013	
Operations/Electric	Crew Leader	326	3/1/2013	
Operations/Electric	Crew Leader	326	3/1/2013	
Operations/Electric	Troubleshooter	326	3/1/2013	
Operations/Electric	Supervisor, Substations	MGT	7/1/2013	
Operations/Electric	Substation Worker 1/C	326	7/1/2013	
Operations/Electric	Substation Worker 1/C	326	7/1/2013	
Operations/Electric	Substation Worker 1/C	486	7/1/2013	
Operations/Electric	Substation Worker 1/C	486	7/1/2013	

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National Grid USA

National Grid USA

Competitive Assessment of Non-Union Compensation

Outline Prepared by Towers Watson

April 9, 2010

National Grid USA

Table of Contents

COMPETITIVE ASSESSMENT OF NON-UNION COMPENSATION.....3

Introduction.....3

Approach to Assessing Pay Competitiveness and Determining the Prevalence of Variable Compensation.....3

Findings – Competitiveness of Pay.....5

Findings – Prevalence of Variable Compensation.....5

Observations.....7

APPENDIX I: DESCRIPTION OF TOWERS WATSON8

APPENDIX II: 2009 TOWERS WATSON MIDDLE MANAGEMENT AND PROFESSIONAL SURVEY – PARTICIPANTS WITH REVENUES GREATER THAN \$6 BILLION PLUS SELECT NORTHEAST REGIONAL ENERGY SERVICES COMPANIES.....9

APPENDIX III: 2008 TOWERS WATSON MIDDLE MANAGEMENT AND PROFESSIONAL SURVEY – PARTICIPANTS WITH REVENUES GREATER THAN \$6 BILLION10

APPENDIX IV: 2007 TOWERS WATSON MIDDLE MANAGEMENT AND PROFESSIONAL SURVEY – PARTICIPANTS WITH REVENUES GREATER THAN \$6 BILLION11

APPENDIX V: TARGET COMPENSATION AS A PERCENT OF MARKET ASSESSMENT – CUSTOM PEER GROUP: COMPANIES WITH REVENUES GREATER THAN \$6 BILLION PLUS SELECTED NORTHEAST REGIONAL ENERGY SERVICES COMPANIES.....12

APPENDIX VI: TARGET COMPENSATION AS A PERCENT OF MARKET ASSESSMENT – CUSTOM PEER GROUP: NORTHEAST REGIONAL ENERGY SERVICES COMPANIES.....14

APPENDIX VII: TARGET COMPENSATION BY POSITION – CUSTOM PEER GROUP: NORTHEAST REGIONAL ENERGY SERVICES COMPANIES.....16

National Grid USA

**COMPETITIVE ASSESSMENT OF NON-UNION
COMPENSATION**

Introduction

National Grid asked Towers Watson to conduct a competitive assessment of the Company's compensation relative to the energy services marketplace. The analysis was focused on the exempt non-union workforce with salary levels ranging from \$40,000 to approximately \$190,000. The research addressed the competitiveness of base salary and base salary plus target variable compensation relative to the marketplace.

In addition to reviewing the competitiveness of National Grid pay, we were also asked to research the prevalence of variable compensation in energy services companies for employees at these levels. Thus, the second section of this outline addresses the prevalence of variable compensation in the marketplace.

**Approach to Assessing Pay Competitiveness and Determining the
Prevalence of Variable Compensation**

Market pay information was gathered from Towers Watson's 2009 Energy Services Middle Management and Professional Compensation Database. This survey is the most comprehensive middle management and professional compensation database for the U.S. electric and gas industry. Selected descriptive information about the database follows below:

	<u>2009</u>
■ Participating companies	129
■ Number of incumbents reported	126,140

For this specific analysis, market pay data, including base salary and target annual variable compensation, was gathered for a cross-section of over 350 National Grid positions covering over 3,800 incumbents. National Grid compensation was compared with surveyed levels

National Grid USA

among energy services companies participating in Towers Watson's database with revenues over \$6 billion and energy services companies located in the Northeast (47 participants).

The comparison with larger utilities and regional organizations provides a snapshot of Company competitiveness against companies of similar size as well as direct regional competitors. Lists of participating companies included in the 2009 survey sample are included in Appendix II.

We assessed the overall competitiveness of pay for all National Grid positions combined, but also arrayed our findings by salary level to illustrate competitiveness at relevant organizational levels within National Grid. We compared National Grid compensation to median market levels.

Market data reflects survey participants' salaries in effect as of March 1, 2009 and variable compensation largely reflect 2009 target awards. National Grid data reflect salaries in effect as of July 1, 2009 and variable compensation reflects target 2009 awards.

Variable compensation market prevalence information was gathered from Towers Watson's 2007, 2008 and 2009 Energy Services Middle Management and Professional Compensation Databases.

Three years' data (2007-2009) on variable compensation practices was gathered to not only capture practices in 2009, but to also detail trends in variable compensation practices over the last three years. We have arrayed annual variable compensation prevalence information for energy services companies with revenues over \$6 billion. Names of participating companies in the 2007, 2008 and 2009 surveys are provided in Appendices II, III, and IV.

National Grid USA

Findings – Competitiveness of Pay

The analysis shows that on average National Grid salaries plus 2009 target variable compensation are competitive with the sample of energy companies with revenues greater than \$6 billion plus select Northeast regional energy services companies. Given that National Grid is among the largest energy services companies, we believe the most appropriate comparison is with companies of similar size (in terms of revenue) combined with target Northeast regional peers.

National Grid's competitiveness, when viewed by salary level, generally follows the trend of the findings illustrated above, demonstrated in Appendix V

Towers Watson also conducted a second analysis focusing on the competitiveness of pay at energy services companies in the Northeast. The regional energy services peer group consists of the following companies headquartered in the Northeast: Energy East, ISO New England, Northeast Utilities, NSTAR, UIL Holdings, and Unitil.

The findings for the Northeast regional energy services peer group were consistent with the larger revenue peer group. National Grid positions in the lower salary bands tend to be slightly above or at the market median where as positions in higher salary bands fall slightly below competitive market pay levels. The findings are demonstrated in Appendix VI.

Lastly, a comparison of six National Grid positions versus companies in the Northeast regional peer group indicate that five of the six benchmark jobs are below the competitive market for base salary and target total cash compensation levels. The results are outlined in Appendix VII.

Findings – Prevalence of Variable Compensation

The data in Towers Watson's Energy Services surveys clearly demonstrate that variable compensation plans are prevalent in U.S. energy services companies and have become a standard component of the compensation package provided to employees. The results show

National Grid USA

that the large majority of the participants have variable compensation programs and offer variable pay to their employees.

The chart below captures the prevalence of variable compensation eligibility at different pay levels among energy services companies with revenues greater than \$6 billion. The chart details the number of incumbents reported by participants, the percentage of these incumbents eligible at different salary levels as well as the percentage of incumbents actually receiving awards.

Percentage of Incumbents Eligible For and Receiving Variable Compensation Awards:

Similar-Sized Energy Services Participants

Base Salary Range	2009			2008			2007		
	# of Incs.	% Eligible	% Receiving	# of Incs.	% Eligible	% Receiving	# of Incs.	% Eligible	% Receiving
\$40,000 to \$45,000	488	87%	85%	712	97%	96%	526	99%	98%
\$45,000 to \$50,000	1,086	94%	92%	1,286	97%	95%	826	100%	99%
\$50,000 to \$55,000	1,747	98%	96%	1,875	98%	93%	1,656	99%	97%
\$55,000 to \$60,000	2,673	98%	95%	2,725	98%	94%	2,338	100%	98%
\$60,000 to \$65,000	3,625	99%	95%	3,696	99%	97%	2,765	100%	99%
\$65,000 to \$70,000	4,427	99%	97%	4,259	99%	97%	4,027	99%	98%
\$70,000 to \$75,000	5,599	99%	97%	5,516	99%	98%	5,352	100%	99%
\$75,000 to \$80,000	6,804	99%	97%	6,863	99%	98%	6,201	100%	99%
\$80,000 to \$85,000	7,786	99%	97%	7,481	99%	98%	7,262	100%	99%
\$85,000 to \$90,000	8,270	99%	98%	8,114	98%	98%	6,948	100%	99%
\$90,000 to \$95,000	7,632	99%	98%	7,382	99%	98%	6,382	100%	99%
\$95,000 to \$100,000	6,824	99%	98%	6,240	99%	99%	5,169	100%	100%
\$100,000 to \$105,000	5,582	99%	98%	5,138	99%	99%	3,924	100%	99%
\$105,000 to \$110,000	4,099	100%	98%	3,883	99%	99%	2,853	100%	100%
\$110,000 to \$115,000	3,276	100%	98%	2,861	99%	99%	1,999	100%	99%
\$115,000 to \$120,000	2,422	99%	98%	2,117	99%	99%	1,513	100%	100%
\$120,000 to \$125,000	1,929	99%	98%	1,633	100%	99%	1,066	100%	100%
\$125,000 to \$130,000	1,390	99%	98%	1,250	99%	99%	736	100%	100%
\$130,000 to \$135,000	1,066	99%	98%	910	99%	99%	557	100%	100%
\$135,000 to \$140,000	817	100%	99%	715	99%	99%	409	100%	100%
\$140,000 to \$145,000	593	99%	98%	547	99%	99%	283	100%	100%
\$145,000 to \$150,000	506	99%	98%	391	99%	99%	205	100%	100%
\$150,000 to \$155,000	350	98%	96%	308	99%	99%	181	100%	99%
\$155,000 to \$160,000	349	98%	98%	283	99%	99%	146	100%	100%
\$160,000 to \$165,000	283	100%	99%	199	98%	98%	100	100%	100%
\$165,000 to \$170,000	210	100%	100%	154	99%	99%	74	100%	100%
\$170,000 to \$175,000	175	98%	95%	107	99%	99%	72	100%	100%
\$175,000 to \$180,000	135	99%	97%	98	97%	96%	49	100%	100%
\$180,000 to \$185,000	105	99%	98%	78	100%	100%	32	100%	100%
\$185,000 to \$190,000	61	98%	98%	40	98%	98%	25	100%	100%

National Grid USA

Observations

Based on the analysis of the market data we conclude that National Grid compensation (both salaries and target variable compensation awards) are competitively aligned with market levels at energy services companies of similar size and with pay levels at Northeast regional energy services peers. The data also shows that variable compensation is prevalent at the pay levels we examined and are almost universal. Today, nearly all utilities use annual variable compensation as a component of their total cash compensation program.

To attract and retain talented employees in today's highly competitive market, companies must offer a competitive total rewards program, including compensation, retirement program, health and welfare benefits, and learning and development opportunities. Annual variable compensation is used widely in the utility industry and has become a standard component of the compensation package provided to employees. The increased use of variable compensation reflects a shift in the overall mix in compensation in the industry to emphasize pay for performance. Thus, variable compensation is not "additional" or "optional" compensation that employers provide to employees, but a required element in the compensation program and a necessary cost of doing business. Moreover, variable compensation offers businesses a vehicle to maintain a portion of compensation in variable form, that is paid only if results are delivered, rather than increasing fixed costs by delivering all elements of cash compensation in the form of salary.

National Grid USA

APPENDIX I:

Description of Towers Watson – Our Expertise

Our 14,000 associates in 34 countries work together to deliver the perspectives that give your organization a clear path forward.

- History of putting clients first for more than 130 years — roots tracing back to the oldest actuarial firm in the world, formed in 1878
- Trusted by the world's leading organizations — clients include 75 percent of the Fortune 500 and those in every industry
- The strongest global network in the people, risk and financial management consulting business, with 14,000 associates in 34 countries
- A track record of being first in emerging markets
- Providers of actuarial services to more of the world's top 300 pension funds than any other consulting company.

ASIA-PACIFIC • Australia • Greater China • India • Indonesia • Japan • Malaysia • Philippines • Singapore • South Korea • Thailand • Vietnam

EUROPE • Austria • Belgium • France • Germany • Ireland • Italy • Netherlands • Portugal • Russia • Spain • Sweden • Switzerland • United Arab Emirates • United Kingdom

LATIN AMERICA • Argentina • Brazil • Chile • Colombia • Mexico • Uruguay

NORTH AMERICA • Bermuda • Canada • United States

Towers Watson is a leading global professional services company that helps organizations improve performance through effective people, risk and financial management.

Global Services

Benefits

An enterprise-wide strategy for managing benefits gives you the framework to develop programs that work in concert to help attract and retain top talent in a cost-effective manner — so you can offer benefits that give you a competitive edge while meeting the needs of your employees. Our services include:

- Retirement
- Health and Group Benefits
- Technology and Administration Solutions
- International

Risk and Financial Services

Towers Watson understands the crucial link between risk, capital and value. Our services include:

- Insurance Consulting
- Investment Consulting
- Reinsurance
- Financial Modeling Software
- Risk Managements

Talent and Rewards

At Towers Watson we develop strategies and design and implement programs that address these needs, drive higher performance and ensure the right return on your investment in people. Our services include:

- Executive Compensation
- Talent Management and Organizational Alignment
- Rewards
- Communication and Change Management
- Organizational Surveys and Insights
- HR Service Delivery
- HR Technology
- Global Data Services

National Grid USA

APPENDIX II:

**2009 U.S. CDB Energy Services Middle Management and Professional Database
Participant Listing – Companies with Revenues Greater than \$6 Billion plus
Selected Northeast Regional Energy Services Companies**

Company

AEI Services
Ameren
American Electric Power
Areva NP
Atmos Energy
BG US Services
CenterPoint Energy
CMS Energy
Consolidated Edison
Constellation Energy
DCP Midstream
Dominion Resources
DTE Energy
Duke Energy
Edison International
Enbridge Energy
Energy East
Energy Future Holdings
Entergy
EPCO
Exelon
FirstEnergy
FPL Group
Integrus Energy Group

Company

ISO New England
Kinder Morgan
McDermott
NiSource
Northeast Utilities
NOVA Chemicals
NRG Energy
NSTAR
ONEOK
Pacific Gas & Electric
Pepco Holdings
PPL
Progress Energy
Public Service Enterprise Group
RRI Energy
Sempra Energy
Southern Company Services
Targa Resources
Tennessee Valley Authority
UIL Holdings
Unitil
Williams Companies
Xcel Energy

National Grid USA

APPENDIX III:

**2008 U.S. CDB Energy Services Middle Management and Professional Database
Participant Listing – Companies with Revenues Greater than \$6 Billion**

Company

Ameren
American Electric Power
Calpine
CenterPoint Energy
CMS Energy
Consolidated Edison
Constellation Energy
DCP Midstream
Dominion Resources
DTE Energy
Duke Energy
Edison International
Enbridge Energy
Energy Future Holdings
Entergy
EPCO
Exelon

Company

FirstEnergy
Fluor
FPL Group
Integrus Energy Group
NiSource
NOVA Chemicals
ONEOK
Pacific Gas & Electric
Pepco Holdings
PPL
Progress Energy
Public Service Enterprise Group
Reliant Energy
Sempra Energy
Southern Company Services
Williams Companies
Xcel Energy

National Grid USA

APPENDIX IV:

2007 U.S. CDB Energy Services Middle Management and Professional Database

Participant Listing – Companies with Revenues Greater than \$6 Billion

Company

Ameren
American Electric Power
Atmos Energy
Calpine
CenterPoint Energy
CMS Energy
Consolidated Edison
Constellation Energy
Dominion Resources
DTE Energy
Duke Energy
Edison International
Enbridge Energy
Energy Future Holdings
Entergy
EPCO
Exelon

Company

FirstEnergy
FPL Group
KeySpan
Northeast Utilities
ONEOK
Pacific Gas & Electric
Pepco Holdings
PPL
Progress Energy
Public Service Enterprise Group
Reliant Energy
Sempra Energy
Southern Company Services
Tennessee Valley Authority
Williams Companies
Xcel Energy

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Target Compensation as a Percent of Market Assessment

2009 Energy Services Middle Management Database - Custom Peer Group

Companies with Revenues Greater than \$6 Billion Plus Selected Northeast Regional Energy Services Companies

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Market Salary Bands	National Grid Average Target Compensation by Market Salary Band		Market Average Target Compensation by Market Salary Band		National Grid Target Compensation as a Percent of Market	
	Salary	Target Total Cash Compensation*	Salary	Target Total Cash Compensation*	Salary	Salary Plus Variable Compensation
\$40,000 - 60,000	\$59.9	\$63.7	\$53.1	\$57.1	113%	112%
\$60,000 - 80,000	\$72.1	\$78.8	\$71.0	\$77.1	102%	102%
\$80,000 - 100,000	\$88.8	\$99.0	\$88.9	\$97.8	100%	101%
\$100,000 - 120,000	\$107.9	\$122.6	\$109.2	\$124.2	99%	99%
\$120,000 - 140,000	\$124.0	\$143.0	\$125.7	\$143.6	98%	99%
\$140,000 - 160,000	\$135.5	\$159.9	\$152.7	\$188.7	89%	85%
>\$160,000	\$149.3	\$175.9	\$166.2	\$206.1	90%	85%
Average	\$94.7	\$106.8	\$96.4	\$109.6	100%	100%

Note:

* Target total cash compensation reflects 2009 base salaries plus 2009 variable compensation.

National Grid USA

Target Variable Compensation Percent versus Market Assessment

2009 Energy Services Middle Management Database - Custom Peer Group

Companies with Revenues Greater than \$6 Billion Plus Selected Northeast Regional Energy Services Companies

Market Salary Bands	National Grid Average Target Variable Comp % by Market Salary Band	Market Average Target Variable Comp % by Market Salary Band	National Grid Target Variable Comp % as a Percent of Market
\$40,000 - 60,000	6%	7%	-1%
\$60,000 - 80,000	9%	9%	0%
\$80,000 - 100,000	11%	10%	1%
\$100,000 - 120,000	14%	14%	-1%
\$120,000 - 140,000	15%	16%	-1%
\$140,000 - 160,000	18%	24%	-6%
>\$160,000	18%	26%	-8%
Average	12%	13%	-1%

0041

National Grid USA

Target Compensation as a Percent of Market Assessment

2009 Energy Services Middle Management Database - Custom Peer Group

Northeast Regional Energy Services Companies

TOWERS WATSON 

Market Salary Bands	National Grid Average Target Compensation by Market Salary Band		Market Average Target Compensation by Market Salary Band		National Grid Target Compensation as a Percent of Market	
	Salary	Target Total Cash Compensation*	Salary	Target Total Cash Compensation*	Salary	Salary Plus Variable Compensation
\$40,000 - 80,000	\$69.9	\$76.2	\$66.8	\$70.6	105%	108%
\$80,000 - 120,000	\$91.2	\$102.4	\$94.8	\$102.0	96%	101%
Average	\$85.6	\$95.5	\$87.4	\$93.7	99%	103%

Note:

* Target total cash compensation reflects 2009 base salaries plus 2009 variable compensation.

National Grid USA

Target Variable Compensation Percent versus Market Assessment

2009 Energy Services Middle Management Database - Custom Peer Group

Northeast Regional Energy Services Companies

Market Salary Bands	National Grid Average Target Variable Comp % by Market Salary Band	Market Average Target Variable Comp % by Market Salary Band	National Grid Target Variable Comp % as a Percent of Market
\$40,000 - 80,000	9%	8%	1%
\$80,000 - 120,000	12%	9%	4%
Average	11%	8%	3%

National Grid USA

Target Compensation by Position

2009 Energy Services Middle Management Database - Custom Peer Group

Northeast Regional Energy Services Companies*

Survey Function	NG Job Title	# of Cos	# of Incs	Average Base Salary		Average Target Total Cash Comp		NG Base as a % of Market	NG Target Total Cash as a % of Market
				NG	Market	NG	Market		
Energy Delivery/Distribution	Manager, Inspections	5	550	\$80.1	\$87.9	\$87.3	\$95.1	91%	92%
Accounting, Credit and Collect	Manager	5	19	\$97.4	\$107.7	\$110.5	\$116.8	90%	95%
Accounting, Credit and Collections	Sr. Analyst	5	55	\$74.6	\$71.1	\$81.3	\$75.6	105%	108%
Financial Analysis, Audit Tax	Sr. Financial Analyst	6	79	\$69.4	\$75.6	\$75.7	\$79.0	92%	96%
Engineering	Sr. Engineer	6	178	\$79.8	\$80.7	\$87.0	\$85.0	99%	102%
Human Resources	Sr. Analyst	5	50	\$74.9	\$81.5	\$83.5	\$84.8	92%	98%

* The regional energy services peer group consists of the following companies headquartered in the Northeast: Energy East, ISO New England, Northeast Utilities, NSTAR, UIL Holdings, and Unutil.

IBEW/UWUA Headcount 12/31/2012 -- Granite State

Union	Employee Count	Contract Dates	General Wage Increase Date	General Wage Increase %
IBEW 326	12	5/12/2011-5/11/2014	5/12/2013	2.50%
IBEW 486	16	5/12/2011-5/11/2014	5/12/2013	2.50%
UWUA 369	2	5/12/2011-5/11/2013	5/12/2013	unknown
TOTAL	30			

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BENEFIT MARKET DATA

	TOWERS WATSON		NATIONAL GRID NON-UNION EMPLOYEES		
	Prevalence - All Companies (809)	Prevalence - Energy (105)	New Hampshire National/Regional PPO	New Hampshire EPO (Blue Cross)	Liberty National PPO Blue Cross (Non-Union)
			In-Network	In-Network	In-Network
GENERAL PROVISIONS			BLUE CROSS	BLUE CROSS	BLUE CROSS
Annual deductible	Single: None - 27.1%; Under \$500 - 39.8% Family: None - 28.1%; \$500 to \$999 - 27.6%	Single: None - 28.6%; Under \$500 - 41.0% Family: None - 29.5%; \$500 to \$999 - 27.6%	\$250/individual \$500/family	None	\$250/individual \$750/family
Benefit level (what the plan pays for most eligible expenses)			Plan typically pays services at 90% after you satisfy the deductible, you pay 10%	Plan typically pays services at 100% after you pay your copay	Plan pays hospital services at 80% after you satisfy deductible
Annual coinsurance maximum (excluding deductible)	Single: \$1500 to \$1999 - 18.3%; \$2000 to \$2499 - 20.9% Family: None or \$3000 to \$3999 - 16.8%; \$4000 to \$4999 - 19.9%	Single: \$1500 to \$1999 - 25.7%; None - 15.2% Family: \$3000 to \$3999 - 24.8%; None or \$4000 to \$4999 - 18.1%	\$1,000/individual \$2,000/family	None	\$750/individual \$2,250/family
Maximum lifetime benefit per person	Unlimited: 84.1%	Unlimited - 90.5%	No limit	No limit	Unlimited
Dependent coverage			To age 26	To age 26	To age 26
Inpatient covered services	100% - 30.9%; 80% - 30.7%	100% - 40.1%; 80% - 29.5%	Plan pays 90%*; you pay 10%	You pay \$150 copay	Applies Towards Deductible/Coinsurance
OUTPATIENT COVERED SERVICES					
Preventive Care visits	100% - 70.8%; 100% with \$20 copay - 11.2%	100% - 70.5%; 100% with \$20 copay - 11.4%	Plan pays 100%;no deductible	Plan pays 100%	Plan pays 100%
Other office visits	Primary - 100% with \$20 copay - 28.3%; 100% with \$15 copay - 17.7% Specialist - 80% - 14.7%; 80% with \$30 copay - 14.5%	Primary - 100% with \$20 copay - 25.7%; 100% with \$15 copay - 21.0% Specialist - 80% - 18.1%; 100% with \$15 copay - 11.4%	\$15 Primary Care \$20 Specialist	\$15 Primary Care \$15 Specialist	\$15 Primary Care \$15 Specialist
Outpatient surgery, preadmission testing			Plan pays 90%*; you pay 10%	Plan pays 100%	Applies Towards Deductible/Coinsurance
Routine vision			Plan pays 100%, no deductible	Plan pays 100%	Coverage Via Employer Paid Vision Plan
Routine hearing exams			Plan pays 100%, no deductible (One per calendar year)	Plan pays 100%, (One per calendar year)	Not Covered
Diagnostic lab and X-ray			Plan pays 100%	Plan pays 100%	Applies Towards Deductible/Coinsurance

*After you satisfy deductible

BENEFIT MARKET DATA

TOWERS WATSON		NATIONAL GRID NON-UNION EMPLOYEES			
Prevalence - All Companies (809)	Prevalence - Energy (105)	New Hampshire National/Regional PPO	New Hampshire EPO (Blue Cross)	Liberty National PPO Blue Cross (Non-Union)	
		In-Network	In-Network	In-Network	
MENTAL HEALTH AND SUBSTANCE ABUSE					
Inpatient	100% - 30.9%; 90% - 30.9%; 80% - 30.3%	100% - 40.0%; 90% - 25.7%; 80% - 28.6%	Plan pays 90%*; you pay 10%	You pay \$150 per admission	Applies Towards Deductible/Coinsurance
Outpatient	100% with \$20 copay - 18.4%; 100% - 17.6%	80% - 20.0%; 100% with \$15 copay - 18.1%	You pay \$15 per visit, no deductible	You pay \$15 per visit	You pay \$15 per visit
MATERNITY BENEFITS					
Prenatal Care			\$15 copay for first visit	Plan pays 100%	Applies Towards Deductible/Coinsurance
In-hospital delivery			Plan pays 90%*; you pay 10%	You pay \$150 per admission	Applies Towards Deductible/Coinsurance
EMERGENCY ROOM CARE					
Emergency Room	100% with \$100 copay/visit - 18.3%; 80% - 16.7%	80% - 20%; 100% with \$50 or \$100 copay - 14.3%(each)	Plan pays 90%*; you pay 10%	You pay \$100 copay	You pay \$100 copay; (Copay Waived if Admitted)
PRESCRIPTION DRUG COVERAGE					
Retail (30 day Supply)		\$10 Generic (Tier 1) \$29 Preferred Brand (Tier 2) \$49 Non-Preferred Brand (Tier 3)	\$10 Generic (Tier 1) \$20 Preferred Brand (Tier 2) \$35 Non-Preferred Brand (Tier 3)	\$10 Generic (Tier 1) \$20 Preferred Brand (Tier 2) \$35 Non-Preferred Brand (Tier 3)	\$10 Generic (Tier 1) \$0 Generic Kids (Tier 1) \$30 Preferred Brand (Tier 2) \$50 Non-Preferred Brand (Tier 3)
Mail Order (90 Day Supply)			\$20 Generic (Tier 1) \$40 Preferred Brand (Tier 2) \$70 Non-Preferred Brand (Tier 3)	\$20 Generic (Tier 1) \$40 Preferred Brand (Tier 2) \$70 Non-Preferred Brand (Tier 3)	\$20 Generic (Tier 1) \$60 Preferred Brand (Tier 2) \$100 Non-Preferred Brand (Tier 3)

*After you satisfy deductible

BENEFIT MARKET DATA

		TOWERS WATSON		NATIONAL GRID NON-UNION EMPLOYEES		
		Prevalence - All Companies (809)	Prevalence - Energy (105)	New Hampshire National/Regional PPO	New Hampshire EPO (Blue Cross)	Liberty National PPO Blue Cross (Non-Union)
				In-Network	In-Network	In-Network
OUT-OF-NETWORK BENEFIT				No Coverage		
Annual deductible	Single: \$500 - 22%; \$1000 - 14% No coverage: 15.7% Family: \$1000 - 19%; No coverage - 15.7%	Single: \$500 - 25%; \$400 - 11.8% No coverage: 18.1% Family: \$1200 or \$1500 - 20% (each); No coverage - 18.1%		\$400/individual \$800/family	No Coverage	\$250/individual \$750/family
Benefit level (what the plan pays for most eligible expenses)	70% - 27.4%; 60% - 26.9%	70% - 33.3%; Not covered - 20%		Plan typically pays services at 70% after you satisfy the deductible, you pay 30%	No Coverage	Plan typically pays services at 70% after you satisfy the deductible, you pay 30%
Annual coinsurance maximum (excluding deductible)	Single: \$2500 to \$4999 - 37.1%; \$5000 to \$7499 - 19.2% Family: \$10000+ - 28.2%; \$5000 to \$7499 - 19%	Single: \$2500 to \$4999 - 41.9%; \$5000 to \$7499 - 19.0% Family: \$10000+ - 25.7%; \$5000 to \$7499 - 19%		\$2,400/individual \$4,800/family	No Coverage	\$750/individual \$2,250/family
Maximum lifetime benefit per person	\$2.0 million - 91.3%	\$2.0 million - 96.2%		No limit	No Coverage	No limit
MONTHLY COST SUMMARY (FULL-TIME EMPLOYEES PAY)				NG National/Regional PPO		Liberty National Plan PPO (Non-Union)
Individual	\$50 to \$99.99 - 43.8% \$100+ - 24.5%	\$50 to \$74.99 - 29.5%; \$100+ - 27.6%		\$105 National \$125 Regional	\$140	\$88.41
2 Person				\$210 National \$250 Regional	\$280	\$176.81
EE/Child(ren)						N/A
Family	\$250+ - 50.8%	\$250+ - 51.4%		\$299 National \$360 Regional	\$390	\$251.96
Employee Cost Share %				Between 19- 23%	23%	20%
MONTHLY COST SUMMARY (TOTAL PREMIUM)				NG National/Regional PPO		Liberty National Plan PPO (Non-Union)
Individual				\$552	\$599	\$442.04
2 Person				\$1,104	\$1,199	\$884.05
EE/Child(ren)				N/A	N/A	N/A
Family				\$1,574	\$1,708	\$1,259.79

Docket No. DE 13-063
Attachment MES-5
Page 3 of 3

0049

*After you satisfy deductible

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Pension Market Data

LIBERY UTILITIES

Cash Balance Pension CONTRIBUTION CREDITS COMPARISON BY COMPANY

Source of Information:
Cottonwood Group



Pension Market Data

LIST OF COMPANIES IN SURVEY

1. Liberty Utilities
2. American Electric Power
3. NV Energy
4. Integrys Energy
5. Ameren
6. Centerpoint
7. Con Edison
8. Dominion Resources
9. DTE Energy
10. Duke Energy
11. Excelon
12. NI Source
13. Progress Energy
14. SCANA
15. NSTAR
16. Pinnacle
17. Teco
18. Xcel Energy