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October 29, 2021

***VIA BPU E-FILING SYSTEM & ELECTRONIC MAIL***

Aida Camacho-Welch, Secretary  
New Jersey Board of Public Utilities  
44 S. Clinton Avenue, 9<sup>th</sup> Floor  
P.O. Box 350  
Trenton, NJ 08625-0350  
[Board.Secretary@bpu.nj.gov](mailto:Board.Secretary@bpu.nj.gov)

**Re: In the Matter of the Petition of Public Service Electric and Gas Company for Approval of a Service Agreement with PSEG Services Corporation and Transfer of Utility Assets**

**BPU Docket No. EM00040253**

Dear Secretary Camacho-Welch:

Enclosed for filing on behalf of Public Service Electric and Gas Company ("PSE&G") is a notice of a transfer of employees to PSEG Services Corporation and petition to amend the service agreement between PSE&G and PSEG Services Corporation.

Consistent with the Order issued by the Board in connection with In the Matter of the New Jersey Board of Public Utilities' Response to the COVID-19 Pandemic for a Temporary Waiver of Requirements for Certain Non-Essential Obligations, BPU Docket No. EO20030254, Order dated March 19, 2020, this document is being filed electronically with the Secretary of the Board and the New Jersey Division of Rate Counsel. No paper copies will follow.

Very truly yours,

A handwritten signature in blue ink that reads "Katherine E. Smith" with a stylized flourish at the end.

Katherine E. Smith

Attachment  
Cc: Attached Service List (electronic only)

**BPU**

Robert Brabston  
Board of Public Utilities  
44 South Clinton Avenue  
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P.O. Box 350  
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robert.brabston@bpu.nj.gov

**BPU**

Paul Lupo  
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**BPU**

Stacy Peterson  
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**PSE&G**

Joseph F. Accardo, Jr.  
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**PSE&G**

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**PSE&G**

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**PSE&G**

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**PSE&G**

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**Rate Counsel**

Brian O. Lipman  
Division of Rate Counsel  
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P.O. Box 003  
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**STATE OF NEW JERSEY  
BOARD OF PUBLIC UTILITIES**

**IN THE MATTER OF THE PETITION  
OF PUBLIC SERVICE ELECTRIC AND  
GAS COMPANY FOR APPROVAL OF  
A SERVICE AGREEMENT WITH PSEG  
SERVICES CORPORATION AND  
TRANSFER OF UTILITY ASSETS**

**BPU DOCKET NO. EM00040253**

**NOTICE OF TRANSFER OF EMPLOYEES TO THE PSEG SERVICES  
CORPORATION AND PETITION FOR APPROVAL TO AMEND THE SERVICE  
AGREEMENT WITH PSEG SERVICES CORPORATION**

**I. INTRODUCTION**

Public Service Electric and Gas Company (“PSE&G” or the “Company”), a corporation of the State of New Jersey, having its principal offices at 80 Park Plaza, Newark, New Jersey, hereby submits this Notice and Petition to the New Jersey Board of Public Utilities (“Board” or “BPU”) pursuant to N.J.S.A. 48:3-7, N.J.A.C. 14:4-4.5, and any other statute or regulation the Board deems applicable, as follows:

1. PSE&G is a public utility engaged in the distribution of electricity and the provision of electric Basic Generation Service and the distribution of gas and the provision of Basic Gas Supply Service for residential, commercial and industrial purposes within New Jersey. PSE&G provides service to approximately 2.2 million electric and 1.8 million gas customers in an area having a population of approximately six million people, which extends from the Hudson River opposite New York City, southwest to the Delaware River at Trenton and south to Camden, New Jersey.

2. PSE&G is subject to pervasive regulation by the Board for the purpose of establishing just and reasonable distribution rates and to assure safe, adequate and proper electric

distribution and natural gas distribution service pursuant to Title 48 of New Jersey Statutes, N.J.S.A. 48:1.1 et seq.

3. PSE&G is a wholly-owned subsidiary of Public Service Enterprise Group, Inc. (“Enterprise”). Enterprise has created a service company subsidiary, PSEG Services Corporation (“Service Company”) that provides certain centralized services to PSE&G and Enterprise’s other operating company subsidiaries. As part of its ongoing efforts to achieve efficiency in the provision of electric and gas distribution service to its customers, PSE&G has entered into a Service Agreement with Service Company to obtain certain centralized services. The Service Agreement was approved by the Board by Order dated April 22, 2004 in BPU Docket Nos. ER02050303 and EM00040253.<sup>1</sup> Pursuant to the Service Agreement, Service Company provides a number of administrative, managerial and support services<sup>2</sup> to PSE&G. All of the services provided by Service Company are charged to PSE&G and its affiliates using a fully allocated cost methodology that was approved in the April 2004 Order and that complies with the Board’s regulations governing the provision of shared services.<sup>3</sup>

## II. NOTICE OF TRANSFER OF EMPLOYEES

4. Consistent with the April 2004 Order and the prior notice filed in this docket on January 19, 2021, PSE&G hereby provides further notice that it intends to transfer from PSE&G into the Service Company approximately 232 full-time equivalent positions. These positions perform the following four (4) functions: project development, environmental/licensing and

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<sup>1</sup> *I/M/O The Petition Of Public Service Electric Gas Company For Approval Of Changes In Electric Rates, For Changes In The Tariff B.P.U.N.J. No. 14 Electric Pursuant To N.J.S.A. 48:2-21 and N.J.S.A. 48:2-21.1, For Changes In Its Electric Depreciation Rates Pursuant To N.J.S.A. 48:2-6. And For Other Relief et al.*, BPU Docket No. ER02050303 “Decision and Order” (April 22, 2004) (“April 2004 Order”).

<sup>2</sup> The current services provided under the Service Agreement include Accounting, Auditing, Corporate Development, Communications, Corporate Secretary, Corporate Services, Environmental Health and Safety, Financial Risk Management, General Management, Governmental Affairs, Human Resources Management, Information Technology, Legal, Advertising and Branding, Procurement and Materials Management, Public Information and Metro Relations, Strategic Planning and Treasury.

<sup>3</sup> See N.J.A.C. 14:4-3.5 (i) and (t).

permitting, project management, and project controls support. The types of positions subject to this transfer are for services that are already included in Schedule I of the Service Company Agreement: namely, the “Corporate Development,” “Strategic Planning,” and “Environmental Health and Safety” categories of service. There will be no change to the cost assignment or allocation methodologies for these services pursuant to the Service Agreement.

5. Transferring these positions to the Service Company enables centralization of support for growth opportunities and projects including PSEG’s offshore wind efforts – specifically supporting both transmission solicitation activities in PJM and execution of the Ocean Wind Project. Doing so will optimize internal PSEG knowledge and capabilities for delivering types of services that the Service Agreement already includes to PSE&G and other entities within the PSEG Enterprise.

6. Additionally, following execution of an amendment of the Service Agreement as proposed in Section II herein, PSE&G intends to transfer approximately 264 employees, comprised of 165 Engineering and Design and 99 Construction Support positions, as described below, from PSE&G to Service Company.

7. In total, therefore, the Company proposes to eventually transfer approximately 496 employees from PSE&G into the Service Company.<sup>4</sup> A list of the proposed transferred positions is attached as Appendix B.

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<sup>4</sup> The estimate of positions transferring is approximate and could vary by 5-10%, or slightly more, to account for organizational vacancies and movement.

### **III. PROPOSED SERVICE AGREEMENT AMENDMENTS**

8. PSE&G proposes to amend the Service Agreement to include two additional service categories: “Engineering and Design” and “Construction Support.” As set forth in the amended Service Agreement, which is attached hereto as Appendix A, these services are defined as follows:

Engineering and Design	Provides internal expertise for project development and execution that may include projects and construction engineering, asset strategy, and electric delivery planning.  Develops engineering standards and ensures that external technical analysis is consistent with these standards, and may support operations and maintenance tasks.
Construction Support	Provides internal technical construction expertise and support for project development and operations and maintenance support for capital projects.  Provides construction supervision, and support for capital projects and operations and maintenance tasks.

9. Engineering and Design and Construction Support are core competencies of PSE&G’s electric and gas distribution businesses. At the same time, as New Jersey transitions from an energy economy that is primarily dependent upon fossil fuels to one that will increasingly rely on renewable resources such as wind and increased electrification, there are likely to be significant opportunities for PSE&G to utilize its expertise in Engineering Design and Construction Support to assist in the design, engineering and construction of facilities needed to develop emerging energy resources outside the traditional utility footprint. For example, Governor Murphy has announced that New Jersey is targeting the development and construction of 7,500 Megawatts of offshore wind energy by 2035. Attainment of this goal will require significant design, engineering and construction support to build out both generating equipment and associated transmission networks. PSE&G believes that it can play a significant and beneficial

role in the development of these resources by centralizing its Engineering and Design and Construction Support teams within the Service Company so that they may continue to assist in the development of utility projects for PSE&G, and also support the development and construction of projects developed by other Enterprise entities that would enable new generation facilities to connect to PSE&G's utility system and those of other utilities.

10. Addition of the "Engineering and Design" and "Construction Support" service categories to the Service Agreement would enable the transfer of employees as described in paragraph 6 and Appendix B.

#### **IV. BENEFITS AND IMPACTS**

11. The transfer of the positions set forth in Appendix B will not in any way affect PSE&G's ability to continue to provide safe, adequate, and proper electric and gas service in New Jersey, but will enable Enterprise to use its resources to meet the needs of both utility and non-utility entities for Engineering and Design and Construction Support services.

12. From the standpoint of its employees, the transfer from PSE&G to Service Company will be seamless.<sup>5</sup> The transfer will have no impact on employee compensation or benefits. At the same time however, centralizing these services in Service Company will offer employees the opportunity to work on more complex and diversified issues and projects, and in so doing enhance the Company's ability to attract and retain qualified Engineering, Design and Construction Support employees. Moreover, centralizing these services within Service Company will afford opportunities for PSE&G and its customers to benefit from greater economies of scope and scale associated with the provision of Engineering, Design and Construction Support services to multiple operating companies.

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<sup>5</sup> The transferred employees consist of non-represented management, administrative, secretarial or technical employees. No bargaining unit positions are being transferred.

13. From a cost perspective, Service Company will continue to assess costs to PSE&G and other affiliates that utilize the transferred functions in the same manner as Service Company currently assesses the costs of similar functions.<sup>6</sup> Thus, whenever possible, the costs of the transferred functions will be directly charged to the operating companies that utilize particular services. Moreover, all direct charges by Service Company will be determined using employee time records. To the extent that direct charging is not a viable option for certain costs, Service Company will use its Board-approved allocation methodologies to assign such costs.

14. Because Service Company will continue to utilize the same methodologies that it uses today to allocate costs from Service Company to the operating companies, the initial impact of the transfer of functions on PSE&G's costs will be modest<sup>7</sup> as the transferred employees are likely to continue to work primarily on projects for PSE&G in the immediate future. Over time however, it is the Company's expectation that PSE&G and all other Enterprise operating companies will benefit from economies of scope and scale that will emerge through the sharing of Engineering and Design and Construction Support services among affiliates. Thus, from a cost perspective, the transfer of employees as proposed, including the addition of Engineering and Design and Construction Support functions to Service Company, will likely result in a long-term financial benefit for PSE&G and its customers.

## **V. REGULATORY AUTHORIZATIONS OR ACKNOWLEDGEMENTS**

15. Considering the scale and scope of the proposed transfer, PSE&G respectfully submits this petition for Board approval of the proposed amendment to the Service Agreement for the purposes of the proposed employee transfers of the Engineering and Design and Construction

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<sup>6</sup> See Section 4 of the Service Agreement which states: "Direct charges will be made for services where possible."

<sup>7</sup> Initially, the impact of the employee transfer on the derivation of the general allocator used to allocate certain costs that cannot be directly charged will be a reduction in the assessment of costs to PSE&G as a result of a reduction in PSE&G's relative share of total headcount and operations and maintenance expense. This reduction is likely to be approximately \$4 million, or less than two percent, of the Service Company costs incurred by PSE&G today.



Support functions as described herein. The Company submits that the proposed amendments and associated employee transfers are consistent with the public interest because they will enable New Jersey's largest utility company to better assist the State in meeting its energy and environmental goals while continuing to deliver safe, adequate, and proper service at reasonable costs to PSE&G's customers. Accordingly, to the extent that the Board believes that it should grant approval of the proposed amendments, PSE&G requests the Board to do so as expeditiously as possible. To the extent that the Board determines that its prior approval is not necessary to effectuate the proposed Service Agreement amendments pursuant to N.J.A.C. 14:4-4.5 considering that the Company is not proposing to modify cost allocation methodologies and formulae and the proposed employee transfer (even inclusive of the transfers of employees related to existing categories of service) does not result in a five percent or greater change in allocation factors, or on any other basis, PSE&G requests the Board's Secretary to provide a letter confirming the Board's receipt of this filing in compliance with the notice requirements of N.J.A.C. 14:4-4.5.<sup>8</sup>

## VI. ATTACHMENTS

16. Attached to and made a part of this Petition are the following Appendices:

- |            |  |
|------------|--|
| Appendix A | The proposed amended Service Agreement between PSE&G and Service Company in redlined format. |
| Appendix B | A list of proposed transferring employee positions.  |

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<sup>8</sup> N.J.A.C. 14:4-4.5(b) requires PSE&G to notify the Board in writing of all modifications to its approved service agreements, including additions to the categories of services provided.

**VII. SERVICE AND COMMUNICATIONS**

17. Communications and correspondence related to this matter should be sent as follows:

Joseph F. Accardo, Jr.  
Vice President Regulatory &  
Deputy General Counsel  
PSEG Services Corporation  
80 Park Plaza, T10  
P.O. Box 570  
Newark, New Jersey 07102  
Email: [Joseph.AccardoJr@pseg.com](mailto:Joseph.AccardoJr@pseg.com)

Katherine E. Smith  
Associate Counsel - Regulatory  
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18. Consistent with the Order issued by the Board in connection with In the Matter of the New Jersey Board of Public Utilities' Response to the COVID-19 Pandemic for a Temporary Waiver of Requirements for Certain Non-Essential Obligations, BPU Docket No. EO20030254, Order dated March 19, 2020, these documents are being filed electronically with the Secretary of the Board. No paper copies will follow. Copies of this Petition will be served via electronic mail to all persons whose names appear on the attached Service List.

### VIII. CONCLUSION

For the foregoing reasons, PSE&G respectfully requests the Board to expeditiously issue an Order approving the proposed service agreement amendments. In the alternative, PSE&G requests that the Board accept this Petition for filing and confirm by means of Secretary's letter that the filing has been received in compliance with the notice provisions of N.J.A.C. 14:4-4.5.

Respectfully submitted,  
Public Service Electric and Gas Company



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Katherine E. Smith  
Associate Counsel – Regulatory  
PSEG Services Corporation  
80 Park Plaza, T10  
P.O. Box 570  
Newark, New Jersey 07102  
Phone: (717) 329-0360  
[Katherine.Smith@pseg.com](mailto:Katherine.Smith@pseg.com)


Dated: October 29, 2021

## VERIFICATION

I, Lathrop Craig, of full age, being duly sworn according to law upon my oath, depose and say:

1. I am Vice President of Development and Offshore Wind Development and am authorized to make this verification on behalf of the Company.

2. I have reviewed the foregoing Notice and Petition and the information contained therein is true according to the best of my knowledge, information and belief.



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Lathrop Craig  
Vice President – Development,  
Offshore Wind Development  
PSEG Services Corporation  
80 Park Plaza,  
Newark, New Jersey 07102  
[Lathrop.Craig@pseg.com](mailto:Lathrop.Craig@pseg.com)

Dated: October 29, 2021

**PSEG SERVICES CORPORATION**  
**80 Park Plaza**  
**Newark, New Jersey 07101**

**AMENDED AND RESTATED**  
**SERVICE AGREEMENT**

As of ~~September 30, 2003~~

To: Public Service Electric and Gas Company  
("Operating Company")

PSEG Services Corporation (hereinafter called "Service Company") is a company engaged in the rendering of services to companies in the Public Service Enterprise Group Incorporated ("PSEG") holding company system (hereinafter collectively referred to as the "Operating Companies"). The parties hereto agree as follows:

1. Service Company agrees to furnish the Operating Company and any subsidiaries of the Operating Company, including those to be formed or acquired in the future (collectively and individually referred to as the "Operating Company"), upon the terms and conditions herein set forth, such services described in Schedule I hereto. Service Company will also furnish, if available, such services, which are not described in Schedule I and which are permitted under law and regulation to be provided, but which are generally related to such services.

2. Service Company will act as the Operating Company's agent, attorney-in-fact and representative to sign such instruments and do such things as it deems appropriate in connection with the services to be furnished hereunder.

3. (a) Service Company will maintain a staff trained and experienced in the services provided.

(b) Service Company will also, after consultation with the Operating Company concerning services to be rendered pursuant to the Operating Company's request, arrange for services of experts and consultants.

4. It is the intent of this Agreement that the payment for services rendered by the Service Company to the Operating Companies will cover all costs of doing business. All of the services rendered under this Agreement will be charged using a fully allocated cost methodology in compliance with the relevant provisions of the Act and Affiliate Standards. Direct charges will be made for services where possible. The cost assignment/allocation methodology associated with each service to be provided by the Service Company is set forth on Schedule I, attached hereto. The methods of determining costs and the general allocation methodologies thereof are set forth in Schedule II, attached hereto. These cost assignment/allocation methodologies will be reviewed periodically as deemed appropriate by the Operating Company and Service Company and in compliance with all applicable laws and regulations. Such cost assignment/allocation methodologies may be modified by the Service Company provided that, in each instance, all services rendered hereunder will be charged in conformance with applicable laws and regulations thereof and will be allocated in accordance with Schedule I hereof. The Operating Company will be advised of any changes to such cost assignments/allocation methodologies.

5. From time-to-time as appropriate or necessary, the Operating company may provide services to the Service Company or allow the Service Company to utilize the Operating Company's assets. Any such services or use of assets shall be in compliance with all applicable laws and regulations, and shall be priced in accordance with Section 4. Specifically, PSE&G will be fully reimbursed for the carrying charges associated with PSE&G's assets, which may be used by the Service Company or any other Operating

Company. To the extent such services are provided, the Operating Company shall maintain records in accordance with the procedures set forth in Section 9 hereof.

6. An accounting of services performed by the Service Company will be rendered on or before the 9<sup>th</sup> business day of each month for all services rendered during the previous month pursuant to this Agreement. The Operating Company shall within ten (10) days after the receipt of such accounting render to the Service Company payment of the amount due. If the Operating Company fails to make timely payment in accordance with these provisions, interest shall accrue on any unpaid balance, and compound at an annual percentage rate equal to the Service Company's borrowing rate.

7. In its role as centralized service provider, and to ensure that the Service Company is credit-worthy, it will require the Operating Company to contribute to a working capital fund as needed by the Service Company. Service Company will arrange for a working capital account ("Working Capital Account") to be established for the Operating Companies, from which Service Company shall make payments for all costs incurred in providing its services and in discharging its responsibilities hereunder. The Operating Company agrees to fund the Working Capital Account by providing or transferring funds promptly on receipt of telephone or other notice or direction from, or on behalf of, the Service Company of the Operating Company's obligation therefore or pursuant to other mutually agreeable procedures. To the extent that there is a material excess or a deficiency in the working fund maintained by the Service Company, the Operating Companies will receive, or be charged interest, at the Service Company's borrowing rate. If, over time, an excess or deficiency in the working funds maintained by the Service Company for one or more of the Operating Companies continues to exist, the contribution amount for that Operating Company may be revised.

8. Upon termination of this Agreement, as hereinafter provided, any residual unexpended balance in the Working Capital Account, after payment of the costs actually incurred, and reasonable commitments therefor, as set forth in Section 4 hereof, shall be credited to the Operating Companies.

9. The Service Company shall maintain records documenting all services provided to the Operating Company. The Service Company shall make such books, records, bills, accounts and other documents, which describe or support the costs allocated to the Operating Company, available for review by the Operating Company at a time mutually agreeable to the Service Company and the Operating Company.

10. The Board of Directors of the Service Company, which shall meet quarterly, will approve allocation methodologies, the budget and matters related to the organization and general conduct of the operations of the Service Company. The President, or their designee, of each of the major Operating Companies shall be a member of the Board of Directors of the Service Company.

11. This Agreement shall be effective upon receipt of any required regulatory approvals. This Agreement will continue in effect until terminated by the parties in accordance with Section 12.

12. This Agreement may be terminated on one-hundred twenty (120) days written notice of either party. If any provision of this Agreement is invalid, it shall be considered deleted from this Agreement and shall not invalidate any of its other provisions. This Agreement will also be subject to termination or modification at any time if, and to the extent, its performance may be in conflict with any federal or state law or any rule, regulation or order of a federal or state regulatory body having jurisdiction.



This Agreement shall be governed by, and construed in accordance with, the laws of the State of New Jersey.

PSEG SERVICES CORPORATION

By: \_\_\_\_\_  
Name: ~~Thomas M. O'Flynn~~  
Title: ~~Executive Vice President Finance~~

Accepted:

PUBLIC SERVICE ELECTRIC  
AND GAS COMPANY

By: \_\_\_\_\_  
Name: ~~Alfred C. Koeppe~~  
Title: ~~President~~

## SCHEDULE I

### Description of Services and Cost Assignment/Allocation Methodologies

This schedule generally describes the services provided by the Service Company to the Operating Companies and the cost assignment/allocation methodologies that are used. Whenever possible, services are directly charged. Where direct charging is not possible, allocation methods are used as described below.

1. Accounting Services: includes keeping of accounts and related activities.

*Allocation Basis:*

- Whenever possible, services are directly charged.
  - Direct charge methods include but are not limited to the following item(s):
    - Accounts Payable – Per invoice
    - Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item Nine (9) of this Schedule.
2. Auditing Services: includes performing audits on internal functions or processes.

*Allocation Basis:*

- Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item Nine (9) of this Schedule.
3. Corporate Development: includes examination and support of potential business opportunities.

*Allocation Basis:*

- Corporate Development costs are charged to the Enterprise from the Services Corporation. These costs are not allocated to the Operating Companies.

4. Communications: educating and informing employees through the development and delivery of internal corporate communications media.

*Allocation Basis:*

- Whenever possible, services are directly charged.
  - Policy, consistency, standards and other governance/enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.
5. Corporate Secretary: includes preparing and maintaining official PSEG and Operating Company records, reports, minutes and correspondence in accordance with assigned responsibilities and duties.

*Allocation Basis:*

- Whenever possible, services are directly charged.
  - Policy, consistency, standards and other governance/enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.
6. Corporate Services: includes activities such as reprographics, corporate facilities management, site maintenance, corporate motor pool, corporate security and library services.

*Allocation Basis:*

- Whenever possible, services are directly charged.
- Direct charge methods include but are not limited to the following item(s):
  - Corporate Headquarters Services/Facility Management – Space Occupied (Square Feet)
  - Transportation Services – Per Day Rental Fee
  - Travel Services – Dollars per Month

— Library Services – Headcount

— Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.

7. Environmental, Health and Safety: includes such activities as environmental policy and safety compliance and managing the removal and recycling of recyclable waste.

*Allocation Basis:*

— Whenever possible, services are directly charged.

— Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.

8. Financial Risk Management: includes monitoring risk exposure and reporting to the Risk Management Committee, Audit Committee and the Board of Directors.

*Allocation Basis:*

— Whenever possible, services are directly charged.

— Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.

9. General PSEG Management: expenses associated with providing the activities needed to establish and monitor policies that ensure Operating Companies are performing within a broadly defined strategic framework, and other activities and functions needed to ensure Enterprise consistency and meet fiduciary responsibilities. These services represent costs that are not directly controllable by the Operating Companies.

*Allocation Basis:*

- Services are assigned using a number of allocation methodologies. Such allocation methodologies include but are not limited to the following:
  - Modified Massachusetts Formula – The Modified Massachusetts Formula allocation is a multi-factor formula that includes revenues, assets, and labor dollars of each Operating Company. Examples of services using this allocation methodology include Corporate Officers, Board of Directors and External Financial Reporting.
  - Revenue, Earnings and Capital Expenditures – The Revenue, Earnings and Capital Expenditures allocation is a multi-factor formula that includes Revenue, Earnings and Capital Expenditures of each Operating Company. Examples of services using this allocation methodology include Treasury – Investor Relations and Corporate Secretary – Corporate Secretary Services.
  - Headcount – The Enterprise Headcount allocation is based on MAST and/or Bargaining Unit headcount from each Operating Company. Examples of services using this allocation are Human Resources – Human Resources Assurance Services.
10. Governmental Affairs: includes developing federal policies and positions and providing representation before governmental agencies.

*Allocation Basis:*

- Whenever possible, services are directly charged.
  - Policy, consistency, standards and other governance/enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.
11. Human Resources Management Services: includes developing and implementing human resource policy and practices.

*Allocation Basis:*

- Whenever possible, services are directly charged.
- Direct charge methods include but are not limited to the following item(s):
  - Medical Services, Baseline Services-Regular Employee Services, --
  - Performance & Rewards, and Recognition – Dollars per Subscriber
  - Skill Development – Dollars per Student Hour
  - Attract & Recruit – Dollars per Requisition
- Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.

12. Information Technology (IT): includes developing, implementing and configuring data and voice network products and services.

*Allocation Basis:*

- Whenever possible, services are directly charged.
- Direct charge methods include but are limited to the following item(s):
  - Desktop Services – Number of Desktops
  - Corporate Telephones – Number of Extensions
- Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.

13. Law: includes representing the Operating Companies in federal and state courts and before regulatory agencies; assisting with contract negotiations, claims administration and providing counseling on a broad spectrum of legal issues.

*Allocation Basis:*

- Whenever possible, services are directly charged.

- Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.

14. Advertising and Branding: includes Corporate Branding and Advertising.

*Allocation Basis:*

- Whenever possible, services are directly charged.
- Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.

15. Procurement and Materials Management: includes the purchasing of goods and services and maintaining contracts with suppliers.

*Allocation Basis:*

- Whenever possible, services are directly charged.
- Direct charge methods include but are not limited to the following item(s):  
Strategic Supply Chain Management – Dollars per Month  
Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.

16. Public Information and Media Relations: includes providing information to and establishing relationships with financial analysts, rating agencies, federal and state regulators, investment firms and with the press.

*Allocation Basis:*

- Whenever possible, services are directly charged.
- Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.

17. Strategic Planning: includes developing specific business strategies, including targets and related impacts.

*Allocation Basis:*

- Whenever possible, services are directly charged.
- Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.

18. Treasury Services: includes processing and maintaining shareholder records; managing and monitoring PSEG's and the Operating Companies' cash position; managing the corporate and employee benefit trust funds; planning, designing and managing the capital structure of PSEG companies.

*Allocation Basis:*

- Whenever possible, services are directly charged.
- Direct charge methods include but are not limited to the following item(s):  
Manage Trust Activities – Dollars per Month  
Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.

19. Engineering and Design: [provides internal expertise for project development and execution that may include projects and construction engineering, asset strategy and electric delivery planning. Develops engineering standards and ensures that external technical analysis is conducted with these standards, and supports operations and maintenance tasks.](#)

*Allocation Basis:*

- Whenever possible, services are directly charged.



- Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.

20. Construction Support: provides internal technical construction expertise and support for project development and operation and maintenance support for capital projects. Provides construction supervision, and support for capital projects and operations and maintenance tasks.

*Allocation Basis:*

- Whenever possible, services are directly charged.
- Policy, consistency, standards and other governance/Enterprise services that are not directly controllable by the Operating Companies are assigned using a number of allocation methodologies. Please refer to Item **Nine (9)** of this Schedule.

## **SCHEDULE II**

### **Determination of Cost of Service and Allocation Thereof**

All costs of the Service Company, including compensation for use of capital, will be billed at fully allocated cost.

Records will be maintained by the Service Company to accumulate all costs of doing business and to determine the total cost of services provided by Service Company. These costs will include the wages and salaries of employees, materials and supplies, cost of capital, the fees and other charges of contractors supplying goods and services, and related expenses such as insurance, taxes, pensions and other employee benefits.

Costs incurred for services rendered or personnel assigned to the Operating Company by the Service Company, will be directly charged to the Operating Company. These charges will include all direct and indirect costs associated with providing the service. It is anticipated that the majority of the costs incurred by the Service Company will be directly charged to the Operating Company for whom the cost was incurred.

When a service is rendered for the benefit of more than one Operating Company, the incurred costs will be directly charged to the Operating Companies that have received the benefit of the service.

All other services that cannot be directly charged, such as Enterprise Services (e.g. stockholder services), will be allocated to all Operating Companies taking service from the Service Company. These allocations will be based on predetermined formulae. The predetermined formulae to be used could include one or more generic cost driver(s) such as assets, revenues, payroll (dollars or number of associates). The formulae will be reviewed periodically and revised as appropriate to fully allocate all costs by each year-end.

All charges for services provided by Service Company personnel will be determined using employee time records and/or the appropriate allocation methodology. Records of related expenses will be maintained and will be subject to periodic review by the Operating Companies. Out-of-pocket expenses that are incurred by the Service Company on behalf of the Operating Companies will be billed at cost to the respective Operating Company.



61	Staff Engineer	Project Management	Strategic Planning
62	Sr Project Mgr P&C	Project Management	Strategic Planning
63	Staff Engineer	Project Management	Strategic Planning
64	Staff Engineer	Project Management	Strategic Planning
65	Staff Engineer	Project Management	Strategic Planning
66	Sr Project Mgr P&C	Project Management	Strategic Planning
67	Engineer	Project Management	Strategic Planning
68	Engineer	Project Management	Strategic Planning
69	Associate Project Mgr	Project Management	Strategic Planning
70	Sr Project Mgr P&C	Project Management	Strategic Planning
71	Sr Project Mgr P&C	Project Management	Strategic Planning
72	Project Mgr P&C	Project Management	Strategic Planning
73	Staff Engineer	Project Management	Strategic Planning
74	Staff Engineer	Project Management	Strategic Planning
75	Staff Engineer	Project Management	Strategic Planning
76	Project Mgr P&C	Project Management	Strategic Planning
77	Project Mgr P&C	Project Management	Strategic Planning
78	Staff Engineer	Project Management	Strategic Planning
79	Project Mgr	Project Management	Strategic Planning
80	Associate Project Mgr	Project Management	Strategic Planning
81	Project Mgr P&C	Project Management	Strategic Planning
82	Associate Project Mgr	Project Management	Strategic Planning
83	Associate Project Mgr	Project Management	Strategic Planning
84	Sr Dir - Program Areas	Project Management	Strategic Planning
85	Construction Specialist	Project Management	Strategic Planning
86	Sr Project Mgr P&C	Project Management	Strategic Planning
87	Associate Engineer	Project Management	Strategic Planning
88	Project Mgr P&C	Project Management	Strategic Planning
89	Sr Project Mgr P&C	Project Management	Strategic Planning
90	Staff Engineer	Project Management	Strategic Planning
91	Associate Project Mgr	Project Management	Strategic Planning
92	Project Mgr P&C	Project Management	Strategic Planning
93	Sr Project Mgr P&C	Project Management	Strategic Planning
94	Sr Project Mgr P&C	Project Management	Strategic Planning
95	Staff Engineer	Project Management	Strategic Planning
96	Sr Project Mgr P&C	Project Management	Strategic Planning
97	Project Mgr P&C	Project Management	Strategic Planning
98	Associate Project Mgr	Project Management	Strategic Planning
99	Sr Project Mgr P&C	Project Management	Strategic Planning
100	Sr Project Mgr P&C	Project Management	Strategic Planning
101	Staff Engineer	Project Management	Strategic Planning
102	Sr Project Mgr P&C	Project Management	Strategic Planning
103	Staff Engineer	Project Management	Strategic Planning
104	Sr Project Mgr P&C	Project Management	Strategic Planning
105	Sr Project Mgr P&C	Project Management	Strategic Planning
106	Staff Engineer	Project Management	Strategic Planning
107	Dir Projects	Project Management	Strategic Planning
108	Sr Project Mgr P&C	Project Management	Strategic Planning
109	Sr Project Mgr P&C	Project Management	Strategic Planning
110	Project Mgr P&C	Project Management	Strategic Planning
111	Engineer	Project Management	Strategic Planning
112	Staff Engineer	Project Management	Strategic Planning
113	Sr Project Mgr P&C	Project Management	Strategic Planning
114	Project Mgr P&C	Project Management	Strategic Planning
115	Project Mgr P&C	Project Management	Strategic Planning
116	Sr Project Mgr P&C	Project Management	Strategic Planning
117	Associate Engineer	Project Management	Strategic Planning
118	Principal Staff Engineer	Project Management	Strategic Planning
119	Sr Project Mgr P&C	Project Management	Strategic Planning
120	Associate Project Mgr	Project Management	Strategic Planning
121	Sr Project Mgr P&C	Project Management	Strategic Planning

122	Engineer	Project Management	Strategic Planning
123	Associate Project Mgr	Project Management	Strategic Planning
124	Principal Staff Engineer - Technical	Project Management	Strategic Planning
125	Sr Project Mgr P&C	Project Management	Strategic Planning
126	Staff Engineer	Project Management	Strategic Planning
127	Associate Project Mgr	Project Management	Strategic Planning
128	Associate Engineer	Project Management	Strategic Planning
129	Staff Engineer	Project Management	Strategic Planning
130	Sr Project Mgr P&C	Project Management	Strategic Planning
131	Staff Engineer	Project Management	Strategic Planning
132	Engineer	Project Management	Strategic Planning
133	Sr Dir - Strategic Projects	Project Management	Strategic Planning
134	Associate Project Mgr	Project Management	Strategic Planning
135	Project Mgr P&C	Project Management	Strategic Planning
136	Project Mgr P&C	Project Management	Strategic Planning
137	Staff Engineer	Project Management	Strategic Planning
138	Project Mgr P&C	Project Management	Strategic Planning
139	Sr Project Mgr P&C	Project Management	Strategic Planning
140	Engineer	Project Management	Strategic Planning
141	Project Mgr P&C R	Project Management	Strategic Planning
142	Sr Analyst	Project Management	Strategic Planning
143	Staff Engineer	Project Management	Strategic Planning
144	Staff Engineer	Project Management	Strategic Planning
145	Sr Project Mgr P&C	Project Management	Strategic Planning
146	Construction Specialist	Project Management	Strategic Planning
147	Dir Projects	Project Management	Strategic Planning
148	Associate Engineer	Project Management	Strategic Planning
149	Project Mgr P&C	Project Management	Strategic Planning
150	Project Mgr P&C	Project Management	Strategic Planning
151	Principal Staff Engineer - Technical	Project Management	Strategic Planning
152	Associate Project Mgr	Project Management	Strategic Planning
153	Principal Engineer - Technical	Project Management	Strategic Planning
154	Project Mgr P&C	Project Management	Strategic Planning
155	Principal Staff Engineer	Project Management	Strategic Planning
156	Project Mgr P&C	Project Management	Strategic Planning
157	Sr Project Controls Eng - Sched	Project Controls Support	Strategic Planning
158	Sr Project Support Specialist	Project Controls Support	Strategic Planning
159	Project Mgr P&C R	Project Controls Support	Strategic Planning
160	Project Controls Eng	Project Controls Support	Strategic Planning
161	Construction Estimating Spv	Project Controls Support	Strategic Planning
162	Construction Estimating Mgr	Project Controls Support	Strategic Planning
163	Sr Project Controls Engineer - Cost	Project Controls Support	Strategic Planning
164	Project Support Specialist	Project Controls Support	Strategic Planning
165	Construction Estimating Spv	Project Controls Support	Strategic Planning
166	Sr Proj Controls Engineer - Cost	Project Controls Support	Strategic Planning
167	Mgr Project Controls	Project Controls Support	Strategic Planning
168	Project Support Specialist	Project Controls Support	Strategic Planning
169	Sr Proj Ctl Eng - Scheduler	Project Controls Support	Strategic Planning
170	Principal Proj Ctl Eng - Sched	Project Controls Support	Strategic Planning
171	Project Support Specialist	Project Controls Support	Strategic Planning
172	Dir Project Mgt Ofc	Project Controls Support	Strategic Planning
173	Sr Administrative Associate	Project Controls Support	Strategic Planning
174	Mgr Project Controls	Project Controls Support	Strategic Planning
175	Sr Project Controls Engineer - Cost	Project Controls Support	Strategic Planning
176	Sr Project Controls Eng - Cost	Project Controls Support	Strategic Planning
177	Principal Project Controls Eng - Cost	Project Controls Support	Strategic Planning
178	Sr Project Controls Eng - Cost	Project Controls Support	Strategic Planning
179	Sr Project Support Specialist	Project Controls Support	Strategic Planning
180	Office Spv	Project Controls Support	Strategic Planning
181	Project Controls Engineer - Cost	Project Controls Support	Strategic Planning
182	Sr Administrative Associate	Project Controls Support	Strategic Planning

183	Lead Project Controls Engineer	Project Controls Support	Strategic Planning
184	Office Spv R	Project Controls Support	Strategic Planning
185	Sr Administrative Associate	Project Controls Support	Strategic Planning
186	Project Support Specialist	Project Controls Support	Strategic Planning
187	Lead Project Controls Engineer	Project Controls Support	Strategic Planning
188	Administrative Associate	Project Controls Support	Strategic Planning
189	Sr Administrative Associate	Project Controls Support	Strategic Planning
190	Principal Proj Ctl Eng - Sched	Project Controls Support	Strategic Planning
191	Mgr Project Controls	Project Controls Support	Strategic Planning
192	Principal Proj Ctl Eng - Sched	Project Controls Support	Strategic Planning
193	Project Support Specialist	Project Controls Support	Strategic Planning
194	Sr Administrative Associate	Project Controls Support	Strategic Planning
195	Construction Estimating Spv	Project Controls Support	Strategic Planning
196	Project Support Specialist	Project Controls Support	Strategic Planning
197	Sr Administrative Associate	Project Controls Support	Strategic Planning
198	Sr Administrative Associate	Project Controls Support	Strategic Planning
199	Sr Project Controls Eng - Cost	Project Controls Support	Strategic Planning
200	Project Controls Engineer - Cost	Project Controls Support	Strategic Planning
201	Sr Estimator	Project Controls Support	Strategic Planning
202	Lead Project Controls Engineer	Project Controls Support	Strategic Planning
203	Sr Project Controls Engineer - Cost	Project Controls Support	Strategic Planning
204	Principal Proj Ctl Eng - Sched	Project Controls Support	Strategic Planning
205	Project Controls Engineer - Cost R	Project Controls Support	Strategic Planning
206	Principal Project Controls Eng - Sched	Project Controls Support	Strategic Planning
207	Project Support Specialist	Project Controls Support	Strategic Planning
208	Principal Project Controls Eng - Sched	Project Controls Support	Strategic Planning
209	Sr Estimator	Project Controls Support	Strategic Planning
210	Construction Estimating Spv	Project Controls Support	Strategic Planning
211	Mgr Project Controls	Project Controls Support	Strategic Planning
212	Principal Project Controls Eng - Cost	Project Controls Support	Strategic Planning
213	Sr Estimator	Project Controls Support	Strategic Planning
214	Sr Project Controls Engineer - Cost	Project Controls Support	Strategic Planning
215	Sr Project Support Specialist	Project Controls Support	Strategic Planning
216	Mgr Project Controls	Project Controls Support	Strategic Planning
217	Estimator	Project Controls Support	Strategic Planning
218	Contracting Mgr	Project Controls Support	Strategic Planning
219	QA/QC Mgr	Project Controls Support	Strategic Planning
220	QA/QC Program Ldr	Project Controls Support	Strategic Planning
221	Sr Analyst	Project Controls Support	Strategic Planning
222	Project Mgr P&C	Project Controls Support	Strategic Planning
223	Mgr Contract Admin & Supplier Perf	Project Controls Support	Strategic Planning
224	Contracting Mgr R	Project Controls Support	Strategic Planning
225	Technical Documentation Ldr	Project Controls Support	Strategic Planning
226	QA/QC Specialist	Project Controls Support	Strategic Planning
227	Sr Analyst	Project Controls Support	Strategic Planning
228	Mgr QA/QC & Performance Measurement	Project Controls Support	Strategic Planning
229	Contracting Mgr R	Project Controls Support	Strategic Planning
230	Principal Staff Engineer	Project Controls Support	Strategic Planning
231	Mgr Contracts & Operations	Project Controls Support	Strategic Planning
232	Engineer	Project Controls Support	Strategic Planning
233	Lead Designer	Engineering and Design	Engineering and Design
234	Engineering Assistant	Engineering and Design	Engineering and Design
235	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
236	Principal Engineer	Engineering and Design	Engineering and Design
237	Principal Staff Engineer	Engineering and Design	Engineering and Design
238	Material Analyst	Engineering and Design	Engineering and Design
239	Staff Engineer	Engineering and Design	Engineering and Design
240	Principal Engineer - Technical	Engineering and Design	Engineering and Design
241	Principal Engineer - Technical	Engineering and Design	Engineering and Design
242	Mgr Design Engineering - Utility	Engineering and Design	Engineering and Design
243	Document Controls Specialist	Engineering and Design	Engineering and Design

244	Mgr Project Engineering	Engineering and Design	Engineering and Design
245	Associate Engineer	Engineering and Design	Engineering and Design
246	Engineer	Engineering and Design	Engineering and Design
247	Associate Engineer	Engineering and Design	Engineering and Design
248	Staff Engineer	Engineering and Design	Engineering and Design
249	Principal Engineer - Technical	Engineering and Design	Engineering and Design
250	Staff Engineer	Engineering and Design	Engineering and Design
251	Lead Designer	Engineering and Design	Engineering and Design
252	Lead Designer	Engineering and Design	Engineering and Design
253	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
254	Lead Designer	Engineering and Design	Engineering and Design
255	Associate Engineer	Engineering and Design	Engineering and Design
256	Principal Engineer - Technical	Engineering and Design	Engineering and Design
257	Lead Designer	Engineering and Design	Engineering and Design
258	Principal Engineer - Technical	Engineering and Design	Engineering and Design
259	Lead Designer	Engineering and Design	Engineering and Design
260	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
261	Staff Engineer	Engineering and Design	Engineering and Design
262	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
263	Dir Project Engineering Projects	Engineering and Design	Engineering and Design
264	Lead Designer	Engineering and Design	Engineering and Design
265	Staff Engineer R	Engineering and Design	Engineering and Design
266	Principal Engineer - Technical	Engineering and Design	Engineering and Design
267	Engineering Assistant	Engineering and Design	Engineering and Design
268	Lead Designer	Engineering and Design	Engineering and Design
269	Principal Staff Engineer	Engineering and Design	Engineering and Design
270	Document Controls Specialist	Engineering and Design	Engineering and Design
271	Mgr Design Engineering - Utility	Engineering and Design	Engineering and Design
272	Staff Engineer	Engineering and Design	Engineering and Design
273	Principal Engineer	Engineering and Design	Engineering and Design
274	Staff Engineer	Engineering and Design	Engineering and Design
275	Lead Designer	Engineering and Design	Engineering and Design
276	Principal Engineer - Technical	Engineering and Design	Engineering and Design
277	Engineer	Engineering and Design	Engineering and Design
278	Associate Engineer	Engineering and Design	Engineering and Design
279	Electric Design Drafter	Engineering and Design	Engineering and Design
280	Staff Engineer	Engineering and Design	Engineering and Design
281	Technical Documentation Ldr	Engineering and Design	Engineering and Design
282	Designer	Engineering and Design	Engineering and Design
283	Principal Engineer - Technical	Engineering and Design	Engineering and Design
284	Staff Engineer	Engineering and Design	Engineering and Design
285	Designer	Engineering and Design	Engineering and Design
286	Staff Engineer	Engineering and Design	Engineering and Design
287	Associate Engineer	Engineering and Design	Engineering and Design
288	Staff Engineer	Engineering and Design	Engineering and Design
289	Mgr Project Engineering	Engineering and Design	Engineering and Design
290	Lead Designer	Engineering and Design	Engineering and Design
291	Principal Engineer - Technical	Engineering and Design	Engineering and Design
292	Designer	Engineering and Design	Engineering and Design
293	Staff Engineer	Engineering and Design	Engineering and Design
294	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
295	Lead Designer	Engineering and Design	Engineering and Design
296	Designer	Engineering and Design	Engineering and Design
297	Principal Engineer - Technical	Engineering and Design	Engineering and Design
298	Principal Engineer - Technical	Engineering and Design	Engineering and Design
299	Engineer	Engineering and Design	Engineering and Design
300	Lead Designer	Engineering and Design	Engineering and Design
301	Associate Engineer	Engineering and Design	Engineering and Design
302	Staff Engineer	Engineering and Design	Engineering and Design
303	Principle Engineer	Engineering and Design	Engineering and Design
304	Principal Engineer - Technical	Engineering and Design	Engineering and Design



305	Principal Engineer - Technical	Engineering and Design	Engineering and Design
306	Principal Engineer - Technical	Engineering and Design	Engineering and Design
307	Principal Engineer - Technical	Engineering and Design	Engineering and Design
308	Technical Documentation Ldr	Engineering and Design	Engineering and Design
309	Lead Designer	Engineering and Design	Engineering and Design
310	Principal Engineer - Technical	Engineering and Design	Engineering and Design
311	Staff Engineer	Engineering and Design	Engineering and Design
312	Associate Engineer	Engineering and Design	Engineering and Design
313	Staff Engineer	Engineering and Design	Engineering and Design
314	Staff Engineer	Engineering and Design	Engineering and Design
315	Principal Engineer	Engineering and Design	Engineering and Design
316	Engineering Assistant	Engineering and Design	Engineering and Design
317	Principal Engineer - Technical	Engineering and Design	Engineering and Design
318	Staff Engineer	Engineering and Design	Engineering and Design
319	Mgr Project Engineering	Engineering and Design	Engineering and Design
320	Principal Engineer - Technical	Engineering and Design	Engineering and Design
321	Principal Engineer - Technical	Engineering and Design	Engineering and Design
322	Principal Engineer - Technical	Engineering and Design	Engineering and Design
323	Principal Engineer - Technical	Engineering and Design	Engineering and Design
324	Associate Engineer	Engineering and Design	Engineering and Design
325	Principal Engineer - Technical	Engineering and Design	Engineering and Design
326	Staff Engineer	Engineering and Design	Engineering and Design
327	Mgr Engineering & Design - Outside Plant	Engineering and Design	Engineering and Design
328	Mgr Project Engineering	Engineering and Design	Engineering and Design
329	Lead Project Controls Engineer	Engineering and Design	Engineering and Design
330	Substation Equipment Expert	Engineering and Design	Engineering and Design
331	Mgr Outside Plant	Engineering and Design	Engineering and Design
332	Principal Staff Engineer	Engineering and Design	Engineering and Design
333	Principal Engineer - Technical	Engineering and Design	Engineering and Design
334	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
335	Distribution Business Team Ldr	Engineering and Design	Engineering and Design
336	Principal Engineer - Technical	Engineering and Design	Engineering and Design
337	Engineer	Engineering and Design	Engineering and Design
338	Asset Expert	Engineering and Design	Engineering and Design
339	Principal Staff Engineer - Technical S	Engineering and Design	Engineering and Design
340	Staff Engineer	Engineering and Design	Engineering and Design
341	Infrastructure Access Specialist	Engineering and Design	Engineering and Design
342	Engineer	Engineering and Design	Engineering and Design
343	Dir Asset Stg Rel & Stn NJ & LI	Engineering and Design	Engineering and Design
344	Business Analyst	Engineering and Design	Engineering and Design
345	T&D Equipment Expert - Inside Plant	Engineering and Design	Engineering and Design
346	Staff Engineer	Engineering and Design	Engineering and Design
347	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
348	Principal Staff Engineer - Technical S	Engineering and Design	Engineering and Design
349	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
350	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
351	Mgr Technical Support	Engineering and Design	Engineering and Design
352	Asset Expert - UG Transmission	Engineering and Design	Engineering and Design
353	Staff Engineer	Engineering and Design	Engineering and Design
354	Principal Engineer - Technical	Engineering and Design	Engineering and Design
355	Transformer Expert	Engineering and Design	Engineering and Design
356	Distribution Business Team Member	Engineering and Design	Engineering and Design
357	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
358	Mgr Project Engineering	Engineering and Design	Engineering and Design
359	Mgr Transmission Engineering	Engineering and Design	Engineering and Design
360	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
361	Engineering Assistant	Engineering and Design	Engineering and Design
362	Administrative Associate	Engineering and Design	Engineering and Design
363	Transformer Expert	Engineering and Design	Engineering and Design
364	System Analysis & Relay Expert	Engineering and Design	Engineering and Design
365	Project Mgr	Engineering and Design	Engineering and Design

366	Customer Liaison	Engineering and Design	Engineering and Design
367	Distribution Team Ldr	Engineering and Design	Engineering and Design
368	Engineering & Construction Ldr	Engineering and Design	Engineering and Design
369	Engineering Assistant	Engineering and Design	Engineering and Design
370	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
371	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
372	Mgr Project Origination	Engineering and Design	Engineering and Design
373	Technical Intern	Engineering and Design	Engineering and Design
374	Principal Engineer - Technical	Engineering and Design	Engineering and Design
375	Engineer	Engineering and Design	Engineering and Design
376	Associate Engineer	Engineering and Design	Engineering and Design
377	Principal Project Controls Eng - Cost	Engineering and Design	Engineering and Design
378	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
379	Principal Engineer - Technical	Engineering and Design	Engineering and Design
380	Mgr Project Engineering	Engineering and Design	Engineering and Design
381	Mgr Transmission Planning	Engineering and Design	Engineering and Design
382	Engineer	Engineering and Design	Engineering and Design
383	Staff Eng Electric Delivery & Pln	Engineering and Design	Engineering and Design
384	Staff Engineer	Engineering and Design	Engineering and Design
385	Principal Engineer - Technical	Engineering and Design	Engineering and Design
386	Mgr Transmission Planning	Engineering and Design	Engineering and Design
387	Engineer	Engineering and Design	Engineering and Design
388	Staff Engineer	Engineering and Design	Engineering and Design
389	Engineer	Engineering and Design	Engineering and Design
390	Staff Engineer Electric Delivery & Pln	Engineering and Design	Engineering and Design
391	Principal Staff Engineer - Technical	Engineering and Design	Engineering and Design
392	Sr Dir Electric Delivery Planning	Engineering and Design	Engineering and Design
393	Staff Engineer	Engineering and Design	Engineering and Design
394	Staff Engineer	Engineering and Design	Engineering and Design
395	Mgr Distribution Planning	Engineering and Design	Engineering and Design
396	Mgr Transmission Planning	Engineering and Design	Engineering and Design
397	Staff Engineer	Engineering and Design	Engineering and Design
398	Mgr Inside Plant Construction	Construction Support	Construction Support
399	Lead Construction Specialist - Ele	Construction Support	Construction Support
400	Project Mgr P&C	Construction Support	Construction Support
401	Underground Construction Specialist	Construction Support	Construction Support
402	Lead Construction Specialist	Construction Support	Construction Support
403	Construction Specialist	Construction Support	Construction Support
404	Staff Engineer	Construction Support	Construction Support
405	Construction Specialist - Civil	Construction Support	Construction Support
406	Principal Engineer - Technical	Construction Support	Construction Support
407	Engineer	Construction Support	Construction Support
408	Engineer	Construction Support	Construction Support
409	Sr Construction Support Specialist	Construction Support	Construction Support
410	Construction Specialist	Construction Support	Construction Support
411	Lead Construction Specialist	Construction Support	Construction Support
412	Construction Specialist	Construction Support	Construction Support
413	Construction Specialist	Construction Support	Construction Support
414	Sr Project Mgr P&C	Construction Support	Construction Support
415	Sr Construction Support Specialist	Construction Support	Construction Support
416	Principal Engineer - Technical	Construction Support	Construction Support
417	Associate Engineer	Construction Support	Construction Support
418	Construction Specialist	Construction Support	Construction Support
419	Principal Engineer	Construction Support	Construction Support
420	Lead Construction Specialist	Construction Support	Construction Support
421	Principal Engineer - Technical	Construction Support	Construction Support
422	Principal Engineer - Technical	Construction Support	Construction Support
423	Principal Engineer - Technical	Construction Support	Construction Support
424	Construction Specialist	Construction Support	Construction Support
425	Lead Construction Specialist	Construction Support	Construction Support
426	Construction Specialist	Construction Support	Construction Support

427	Mgr Inside Plant Construction	Construction Support	Construction Support
428	Construction Specialist - Civil	Construction Support	Construction Support
429	Engineer	Construction Support	Construction Support
430	Associate Engineer	Construction Support	Construction Support
431	Underground Construction Specialist	Construction Support	Construction Support
432	Sr Construction Support Specialist	Construction Support	Construction Support
433	Construction Specialist	Construction Support	Construction Support
434	Sr Construction Support Specialist	Construction Support	Construction Support
435	Construction Specialist	Construction Support	Construction Support
436	Construction Specialist	Construction Support	Construction Support
437	Construction Specialist	Construction Support	Construction Support
438	Construction Specialist	Construction Support	Construction Support
439	Principal Engineer - Technical	Construction Support	Construction Support
440	Dir Construction Inside Plant	Construction Support	Construction Support
441	Construction Specialist	Construction Support	Construction Support
442	Construction Specialist	Construction Support	Construction Support
443	Construction Specialist	Construction Support	Construction Support
444	Lead Construction Specialist - Ele	Construction Support	Construction Support
445	Principal Staff Engineer - Technical	Construction Support	Construction Support
446	Sr Construction Support Specialist	Construction Support	Construction Support
447	Construction Specialist	Construction Support	Construction Support
448	Engineer	Construction Support	Construction Support
449	Staff Engineer	Construction Support	Construction Support
450	Underground Construction Specialist	Construction Support	Construction Support
451	Principal Staff Engineer - Operations	Construction Support	Construction Support
452	Project Mgr P&C	Construction Support	Construction Support
453	Staff Engineer	Construction Support	Construction Support
454	Principal Engineer - Technical	Construction Support	Construction Support
455	Underground Construction Specialist	Construction Support	Construction Support
456	Lead Construction Specialist - Civil	Construction Support	Construction Support
457	Associate Engineer	Construction Support	Construction Support
458	Principal Engineer - Technical	Construction Support	Construction Support
459	Mgr Inside Plant Construction	Construction Support	Construction Support
460	Lead Construction Specialist	Construction Support	Construction Support
461	Principal Engineer	Construction Support	Construction Support
462	Staff Engineer	Construction Support	Construction Support
463	Associate Engineer	Construction Support	Construction Support
464	Lead Construction Specialist	Construction Support	Construction Support
465	Mgr Outage Planning & Scheduling	Construction Support	Construction Support
466	Construction Specialist	Construction Support	Construction Support
467	Lead Construction Specialist	Construction Support	Construction Support
468	Engineer	Construction Support	Construction Support
469	Sr Project Mgr P&C	Construction Support	Construction Support
470	Sr Construction Support Specialist	Construction Support	Construction Support
471	Staff Engineer	Construction Support	Construction Support
472	Construction Specialist	Construction Support	Construction Support
473	Lead Construction Specialist - Civil	Construction Support	Construction Support
474	Project Mgr P&C	Construction Support	Construction Support
475	Principal Engineer - Technical	Construction Support	Construction Support
476	Lead Construction Specialist	Construction Support	Construction Support
477	Construction Specialist	Construction Support	Construction Support
478	Underground Construction Specialist	Construction Support	Construction Support
479	Lead Construction Specialist - Civil	Construction Support	Construction Support
480	Engineer	Construction Support	Construction Support
481	Sr Construction Support Specialist	Construction Support	Construction Support
482	Principal Engineer - Technical	Construction Support	Construction Support
483	Principal Engineer - Technical	Construction Support	Construction Support
484	Underground Construction Specialist	Construction Support	Construction Support
485	Construction Specialist	Construction Support	Construction Support
486	Sr Construction Support Specialist	Construction Support	Construction Support
487	Sr Project Mgr P&C	Construction Support	Construction Support

488	Lead Construction Specialist - Ele	Construction Support	Construction Support
489	Project Mgr P&C	Construction Support	Construction Support
490	Construction Specialist	Construction Support	Construction Support
491	Construction Specialist - Civil	Construction Support	Construction Support
492	Underground Construction Specialist	Construction Support	Construction Support
493	Staff Engineer	Construction Support	Construction Support
494	Lead Construction Specialist	Construction Support	Construction Support
495	Underground Construction Specialist	Construction Support	Construction Support
496	Construction Specialist	Construction Support	Construction Support